

**One Valley: From the frontline to the bargaining table**

**We won on our union priorities!  
We ratified our 2024–2027 union contracts**

For the first time, all six bargaining units at Valley came together in April to begin contract negotiations together, representing over 2,400 workers and nearly every job class that contributes to the care patients receive when they come to Valley Medical Center. Our fantastic bargaining team never gave up for over 8 months to demand the contract we deserve. We came together to vote, and we overwhelmingly ratified our contracts!



**WE WON 8 HOURS OF SICK LEAVE ACCRUED EACH MONTH**

**We set out to increase our sick time accruals and access to our sick banks, while maintaining some form of cash out and conversion of our sick time.**

- ✔ We **DOUBLED** our sick time accrual and will now accrue 8 hours of sick leave a month into one sick leave bank.  
*Based on a 1.0 equivalent FTE; we accrue .04615 hours per hour of compensated hours.*
- ✔ All of our sick leave hours are equally accessible. There is no longer a waiting period for using “catastrophic” sick leave and all of our hours are equally protected from corrective action.
- ✔ When we retire, if we have worked here for 3 years, we can cash out up to 240 hours of sick leave at 100%.
- ✔ We expanded the ways we can use sick leave in a protected way and expanded who in our family we can use sick leave for as well.  
*We can now use sick leave when our childcare is unexpectedly cancelled or unavailable.*

Bargaining Team Member	Department
Aaron Dragavon	CAR
Abdullahi Jibril	Float Pool
Adrienne Nixon	Lab
Amy Aguilar	Eye Clinic
Ariane Laird	ED
Birpal Bhangu	3N
Caesar Tuguinay	Float Pool
Cori Lucas	CCU/ED Float Pool
Cynthia Benion	Float Pool
Dawn Seltz	Pediatrics
Jackie Taylor	CAR
Jake McMurray	IR
Jill Theofelis	Breast Health
John Chan	Pharmacy
Jordan Middleton	Birth Center
Juanita Powe	Nuclear Medicine
Julie Wise	Oncology Clinic
Lena Martin	ED
Lisa Dyrdaahl	Employee Health
Liz Dryfoos	Birth Center
Lynda Roberson	Radiology
Mary Ann Gibbs	EVS
Michele Skinner	Lab
Michelle Dunn	Birth Center
Nakia Dowell	OR
Robin Snider	CAR
Sam Walter	Covington Clinic
Sarah Snyder	Case Management
Serena Le	Pharmacy
Sonja St John	OR
Susan Bagley	EVS
Tina Cerean	CAR
Vivian Nguyen	Pharmacy

## (cont'd) WE WON 8 HOURS OF SICK LEAVE ACCRUED EACH MONTH

### Details:

- ✓ We will maintain status quo through the end of this year, which means we can still do a cash out or conversion to vacation of our vested sick leave before our hours are consolidated into one sick leave bank
- ✓ This will likely begin within 2 months of ratification (sometime in January or early February) so that management can build the new one-bank accrual system
- ✓ Our current vested and catastrophic sick leave hours will be consolidated into our new combined sick leave bank
- ✓ We can accrue up to 480 hours of sick leave
- ✓ Any of us who have more than 480 hours when our vested and catastrophic is combined will have it cashed out at a 1:1 rate



"Sick leave was a top priority because over half of Valley employees have less than a day of sick time right now. With 8 hours a month of sick leave we can finally take the time we need to care for ourselves and our families, so we can get back to caring for our community safely. Having one sick bank ensures that no one has to wait to access a secondary bank or worry about disciplinary action for taking the sick time they need. All workers at Valley deserve to rest or care for family when needed. We fought hard for this and we won!" **-Jordan Middleton, RN, Birth Center**

## WE WON NEW WAGE INCREASES THAT MEET OUR NEEDS

We set out to win wage increases that can support us and value our work.

### Across-the-board universal wage increase:

6%	2nd full pay period after ratification <i>(Our raises will be in effect starting 12/8 and will be on our 12/27 paycheck)</i>
4%	1st full pay period following July 1, 2025 <i>(Those of us in the service contract will get \$1.75/hr higher if that is a greater wage increase than 4%)</i>
4%	1st full pay period following July 1, 2026

- Fill in all ghost steps with increases on all wage scales starting July 1, 2025
- New wage scales for all Pharmacists, Mammo Techs, and Breast Imaging Techs
- New wage scales for our newest union coworkers with placement crediting past experience.
- Additional market adjustments for PET Techs, IR Techs, EP Techs, Tech Lab Assistants, and PT Assistants

### Increases to premiums and differentials:

<b>Charge Nurse, Operating Room Specialty RN, Perinatal Specialty RN</b>	\$3.50/hour (increase of \$1/hr)	<b>Service Float Pool Premium</b>	\$3.00/hour (increase of \$0.75/hour)
<b>*NEW* Vascular Access Team differential</b>	\$3.50/hour	<b>Service and Case Management Evening Shift Differential</b>	\$1.75/hour (increase of \$0.40/hour)
<b>*NEW* CAR RN Differential</b>	\$4.00/hour	<b>Service Weekend Differential</b>	\$2.25/hour (increase of \$0.50/hour)
<b>Protech, RN, and Service On-Call Premium</b>	\$6.50/hour for all hours (increase of \$2.50/hour for service, \$2.00/hr for Protech and RN)	<b>Service, LPN, Pharmacist, and *NEW* Case Management Preceptor Premium</b>	\$1.50/hour (increase of \$.50/hour)
<b>Service and Case Management Night Shift Differential</b>	\$3.00/hour (increase of \$1.15/hour for Service and \$0.25/hour for Case Management)	<b>MA float pay</b>	\$2.50/hour (increase of \$.25/hour)



"I'm so excited that our new wage increases are market competitive. Even just in my clinic, we've had so much turnover the last couple years and with our new wage increases we'll be able to attract new techs. I feel like I can breathe easier now knowing I can count on my income keeping up with the cost of groceries and all the other costs of living." **-Jill Theofelis, Mammography Tech, Breast Clinic**

## WE SECURED OUR BENEFITS

### Quality, secure healthcare benefits:

- ✓ Our medical premium cost shares are set in the contract, preventing any premium increases each year to less than 10%
- ✓ Expand the salary limits in premium tiers so more people can access lower premiums
- ✓ Eliminate wellness plan by 2026 while maintaining a \$0 premium cost healthcare option for those of us making under \$110,000/year
- ✓ Healthcare Benefits Committee will focus on market, trends, and barriers to care instead of rates each year
- ✓ Management still has to provide notice and bargain changes to premium costs, even if they are less than 10%

### Secure retirement benefits we can count on:

- ✓ Management CANNOT make any changes to our retirement benefits for our 3-year contract
- ✓ New employees continue to be auto-enrolled at 2% contribution to secure management's 2% matching contribution
- ✓ \*Don't forget!\* For those of us whose retirement benefits were suspended during the pandemic, Valley will be paying back 100% of our 403B with 6% interest within 30 days of December 31, 2024!



"We fought hard for equity in health insurance by freezing our costs for two years, getting rid of the wellness program, and widening the cost tiers to reduce the burden on those earning less income, while expanding those who qualify for \$0 premiums. Our health insurance rates are guaranteed not to inflate exorbitantly. We worked hard to keep the costs down for all. We know how vital low cost but high-quality health insurance is to our fellow employees." – **Liz Dryfoos, RN, Birth Center**

## WE WON UNINTERRUPTED BREAKS, BREAK RELIEF STAFF, AND A STRONG VOICE IN STAFFING

### Break Relief RN and PCA pilot:

- ✓ By the end of the contract, each unit and shift will have a break relief RN pilot program
- ✓ We won the \*FIRST BREAK RELIEF PCA\* program in the state!
  - In 2026, the Hospital Staffing Committee will design the Break Relief PCA pilot on Med/Surg floors
- ✓ Uninterrupted breaks for every job class and a commitment to pay our missed or untimely meal and rest breaks correctly
- ✓ No retaliation for missing our breaks
- ✓ Hospital Staffing Committee includes RNs, PCAs, and LPNs and the VMC CEO can't veto staffing plans built by the HSC
- ✓ Protech gets a 3-hour call back when they are made to stay over 45 min after a full shift if they are on call after their shift



"Break relief is important for patient care outcomes and is better for staff morale. Break relief nurses have worked at other hospitals like Harborview and show that the frontline workers are supported and valued. Winning this for nurses is huge but winning for PCAs too really shows that their work is valued and that this contract is groundbreaking, setting new standards for Washington state as first to win break relief for PCAs. I hope that other hospitals follow Valley as we lead the industry." – **Cori Lucas, RN, ED/CCU Float Pool**

## OTHER CONTRACT WINS: WE RAISED STANDARDS FOR ALL OF US ACROSS VALLEY

- ✓ \$1,000 ratification bonus prorated by FTE to be paid in January
  - Per diems will be counted as a .2 FTE
- ✓ Protech workers are now eligible for SEIU Healthcare 1199NW Training Fund Benefits
  - Pre-paid tuition assistance up to \$5,230/year\*
  - Professional development funds of \$300/year\*
  - Conference travel, professional memberships, license and certificate reimbursement, and more
  - Tutoring, child care assistance, technology assistance, career development coaching
- ✓ ACET will be a recognized certification for EVS and EVS workers can take ACET on paid time from Valley; those assisting in CHEST or ACET training will get \$1/hr Lead pay while training
- ✓ Increased vacation days for those of us who are in years 0-3 at Valley
- ✓ Change in FTE: When we want to change our FTE, there is now a specific process for approving and posting new FTEs and prioritizing requests
- ✓ Bereavement improvement: When we lose someone, we have better bereavement benefits and a more expansive list of who qualifies as family

\*Prorated by FTE

## WE STRENGTHENED OUR UNION

- ✔ Successorship protections in Case Management if we are bought or transfer ownership
- ✔ Paid delegate release to talk to new employees about our union during New Employee Orientation
- ✔ A new Joint Labor Management Committee to discuss issues that impact all of us instead of meeting in siloed committees
- ✔ Our Joint Labor Management Committee will discuss and make recommendations on Corrective Action practices
- ✔ We increased the amount of time we have to file grievances and added an optional mediation step before arbitration
- ✔ Increased paid time for our bargaining team and options for reclaiming hours missed during bargaining this contract



“Being on the bargaining team for the first time, this really opened my eyes to all the different experiences workers have at Valley. This commitment for paid bargaining time means that each person's concerns can be voiced and heard and that frontline workers will have a say in the future for Valley to build towards being a better organization and help Valley show its support as a community.” – **Cynthia Benion, PCA, Float Pool**

## WE PROTECTED OUR RIGHTS AND PREVENTED EVERY PROPOSED TAKEAWAY

- ✔ Subcontracting
- ✔ Extra Shift premium pay
- ✔ Ability to mandatorily low census us when we are on extra shift before travelers
- ✔ Drug-free workplace policy
- ✔ RN Floating Holiday Cashout
- ✔ Protech Call-in Double Time when called in to cover an unplanned vacancy
- ✔ RN Call Pay while we are Called In
- ✔ RN Rest Between Shifts
- ✔ Changes to our vacation requests and approval process

## WE MUST CONTINUE TO MAINTAIN OUR UNITY AND SUPPORT EACH OTHER

### Being a dues-paying member matters!

- ✔ Between our picket, action materials, public advertising, and staff resources, SEIU Healthcare 1199NW members across WA and MT invested heavily in our campaign – AND IT PAID OFF.
- ✔ Join together here at Valley as dues-paying union members so that we can always have the resources we need to fight for what we need in our contracts.
- ✔ Sign a membership card and let's continue to build our power here at Valley!



“The reason the CARs joined the union was so that we would have the backing of the union and to be able to get a fair contract. Having the support that comes from all of us contributing union dues gives us the freedom to be able to work towards improving our working conditions. Without the union, we weren't getting the raises that everyone else was, we were afraid of raising concerns for fear of getting fired, we didn't have the protections that come from having resources to protect us from unfair treatment. All of us need to be dues paying members because these benefits and protections will go away if we can't fight to protect them in the future.” – **Jackie Taylor, RN, Clinical Admin Resource**

- ★ We win through political power – join our **Healthcare Leadership Fund!**
- ★ Elected champions for healthcare workers, supported by our HLF, supported us each step of the way and if elected, will continue to stand with us locally and nationally for union rights.

