



One Valley: Implementing our historic new contract



We will see our first across-the-board wage increases on December 27 paychecks!

From the bargaining table to our collective actions, our unity across job classes moved management to do the right thing. We are stronger together! Our 1199NW bargaining team won significant across-the-board raises that will make Valley Medical Center competitive in the job market. We will receive a total of 14% through the life of the contract.



"Our new historic contract includes across the board wage increases that will make Valley Medical Center a competitive employer in the job market. It was so inspiring to see workers from all across Valley Medical Center come together to fight for a fair contract. From uniting together at our Rally at Valleys to our Informational Picket, the solidarity shown between job classes was so powerful!" **-Jordan Middleton, RN, Birth Center**



"Through our unity we were able to win a pay scale for Pharmacists that will attract more staff! And we are glad that Valley Medical Center is aligned with their employees on filling in the ghost steps, those are huge wins for our coworkers." **-Vivian Nguyen, Inpatient Pharmacist, Hospital Pharmacy**

We won improved sick leave!

Throughout bargaining, we made it clear that we need adequate sick leave to care for ourselves and our families and we won sick leave accruals that match the rest of UW Medicine.

- ✔ 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.

More 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

We won improved sick leave! (continued on back) →



→ We won improved sick leave! (continued from front)

- 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



"We did it! After 8 long months of bargaining, we've got what we asked for on sick leave. All of our hard work and unity paid off, consistently showing up to all our actions and standing in solidarity, supporting one another in our fight for what we deserve as healthcare workers at Valley Medical Center! We should all be proud of ourselves." **-Sam Walter, Medical Assistant, Maple Valley Clinic** ★ ★

Our 2024 Delegate and Leadership Assembly

Delegates from across our union joined together for our Delegate and Leadership Assembly. We celebrated the incredible wins of Valley Medical Center and others as we look to and plan for our future. Delegates voted to:

- Update our communications technology with a union app to ensure members are informed and engaged in our union's work
- Develop a robust Nurse Alliance for RNs
- Develop a Member Resource Center for members to be able to contact the union for assistance more easily
- Build a staffing hall for unionized agency staffing



"The 2024 DLA was the largest attended to date and showcased inspiring speakers from the biggest local of SEIU in California of over 100K members! They spoke of the way they have a very active participation and accountability that will be a formula for us to emulate. The assembly also introduced a new app and the Nurses Alliance that makes getting information to the members and streamline getting you the help you need. The alliance for the Service and Pro Tech is in the works, so be on the lookout for it! Exciting things are coming our way and the future of 1199NW is looking very bright!" **-Lynda Roberson, Ultrasound Tech, VDIS** ★ ★

Understanding the changes for a strong union with the resources we need to win

We know that healthcare systems are growing and consolidating their resources, resulting in more and more compensation and bonuses for the executives at the top instead of those on the front lines. The only way we are able to stand up and hold them accountable is if we pool our resources through union dues to have the tools we need to win and uphold strong contracts.

- ✓ The new monthly maximum will be \$115 per month. For those who contribute less than 1.8%, this will mean \$12.50 increase per paycheck
- ✓ July 1, 2025 the monthly maximum will be \$140 per month. For those who still contribute less than 1.8%, this will mean \$12.50 increase per paycheck
- ✓ July 1, 2026 the monthly maximum will be \$165 per month. For those who still contribute less than 1.8%, this will mean \$12.50 increase per paycheck
- ✓ July 1, 2027 everyone will contribute the same 1.8% union dues

★ Dues are 1.8% of your base hourly rate at your FTE

Example: If your base hourly rate is \$26/hour and your FTE is 1.0 your dues are \$37.44 per pay check