

**Union ★  
Update**

**OPEIU**  
Local



*For Procedure Coordinators and Surgery & Procedure Coordinators at Valley Medical Center*

September 22, 2022

## **Welcome!**

Congratulations to Procedure Coordinators and Surgery & Procedure Coordinators at Valley Medical Center! The Public Employment Relations Commission (PERC) executed a Card Check process on September 13 and confirmed majority support among Procedure Coordinators and Surgery & Procedure Coordinators for joining the OPEIU 8 bargaining unit at Valley Medical Center. You have worked hard and taken a stand for yourselves by coming together and joining the union. You should be very proud.

A new chapter has begun for your work life at Valley Medical Center now that a majority of you have signed cards for union representation, one in which you'll have a greater say in your employment conditions. Whether you signed a card in support of having a union or not, we hope you'll want to participate in the process of negotiating your contract.

We will approach contract negotiations with the goal of working in partnership with Valley Medical Center to reach a fair agreement to add your positions to the [existing Union Contract](#) as quickly as we can. In the meantime, you will have union representation. This means your current wages, benefits and working conditions remain in place and protected until something else is negotiated and approved by you.

## **What to Expect Next:**

**Meet to Bring your Ideas Forward:** Once your election results are certified (which should be in a week), we'll schedule a meeting to go over what our next steps will be as we prepare for bargaining and make sure all issues and ideas are brought up for everyone to weigh in on.

**Nominate Co-workers for the Bargaining Team:** It's your union, your contract, and your decision who you want to represent you at the bargaining table. You can nominate yourself or a coworker to be on the bargaining team. We will need 2-3 to serve on the team.

**Elect a Bargaining Team:** We'll hold an election (if necessary, depending on the number of volunteers) for you to decide who you want to represent you on the Bargaining Team.

**Contract Action Team:** Procedure Coordinators and Surgery & Procedure Coordinators not serving on the bargaining team can be a part of the Contract Action team which will share bargaining updates with their coworkers.

**Bargaining Team Meets:** The Bargaining Team will meet to work on the contract proposals (wage placement and increases) to present to VMC management. We'll meet again with everyone first before presenting the proposals to management to make sure the proposals reflect your priorities

**Contract Bargaining Begins:** Once we have decided on our proposals, we go to the negotiating table with VMC management. Bargaining will continue until we reach a tentative agreement. Your Contract Action Team and union staff will be keeping you informed throughout the process.

**Vote on the Contract:** Once a tentative agreement has been reached with VMC, you will have the opportunity to review and vote on the tentative agreement. If the contract is accepted by a majority of you, you will officially have your first contract, a legally binding document to guarantee the improvements you have worked so hard for.

**One more piece of information that hopefully won't come up often but is important to know:** as Union employees you now have the right to union representation in any meeting that could lead to discipline. These are also sometimes referred to as your

[“Weingarten Rights.”](#) If this comes up, you can ask if a meeting could lead to discipline, and if it could, ask to have your union representative present before continuing the meeting. And then reach out to Union Representative Erin Adamson at the contact info below.

***If you have any questions at all don't hesitate to contact us at 206-441-8880 ext. 105 or [erin@opeiu8.org](mailto:erin@opeiu8.org) for Erin or 206-441-8880 ext. 106 or [tara@opeiu8.org](mailto:tara@opeiu8.org).***

