

We are MultiCare Auburn Medical Center:

Invest in us to invest in care!

We are Auburn Medical Center — we do the work caring for patients and we’re on the frontlines to know how to best deliver care. It’s time for management to start investing in us. That means wages that attract and keep staff, benefits we can afford, and staffing that keeps us and our patients safe. At our last bargaining session management has proposed takeaways to our healthcare benefits that would hurt our ability to recruit and retain the staff that we need. Now is the time to start showing our unity so that management sees we will take action to raise standards in our hospital.

	Our proposals	Management proposals
Duration	1 year (Expires 09/31/19)	3 year (Expires 09/31/21)
Wages	4% across the board. King County market adjustments \$15 an hour minimum for all job classes.	Only 1 % over 3 years — that doesn’t keep up with the cost of living.
Healthcare	No changes to our existing language and no changes to 2019 current rates. This will keep healthcare affordable for our families.	New employees hired after 01/19 require .75 for full-time benefits. If our healthcare increases management wants to make changes to our cost sharing. That means uncertainty for us. They want to bargain again if premiums go over \$50.
Staffing	Strengthen our committees. Have decision makers meet with us to address staffing.	NOT interested in addressing any staffing.
Organizational Equity and Inclusion	It’s important for us to address racism and inequities in our hospital. We would like to see training for hidden biases and have a policy for no retaliation if we report discrimination.	NO. NOT interested.
Preceptor	For all job classes.	NO, only for LPNs and RNs
Respect for all for just cause	Progressive guidance for just cause for all, including per diem.	No, not interested in giving per diem employees just cause.

- Progress made on:
- Increases to bereavement leave to reflect true three days with two additional days with pay.
 - Discipline records can be taken out after a year.
 - PTO request time off can be made a year in advance with more than two weeks off.

Next steps:

Sign support our bargaining team petition.
 Bargaining on 09/18 and 9/28.



“The employer is stating they would like to give a 1% raise to employees over the course of three years. This is less than 10 cents a year for an employee making \$17 an hour. How does less than a 10 cent raise a year take care of yourself, your family, and your bills? We need to unify and show management that we need wages that will recruit and retain staff.”
Tiona Tupou, Patient Access



“They said the wage amount offered was not meant to be an insult, but a starting point for negotiations. Negotiations are meant to meet in the middle to a point mutually agreeable to all parties. Clearly 1% for three years is not acceptable! Our proposal for King County wages was rejected and there was no effort on their part to cost it out. We’re really behind other hospitals and we’ll really be behind on wages with this proposal!”
Jon Meyer, SP



“This is insulting; so disrespectful. We are MultiCare. Let’s keep employees. We need to be above our competitors. We work hard for chump change, think again! We are not having it!”
Brandy Carnel, FNS



“We are worth more than 1%. 1% ATB is a slap in the face! We need to show management that we are united around out proposals and that we are ready to take action.”
Seina Covello, CNA , Med Surg



“We believe in our employer and we also believe in the value they give us. That’s why 1% does not represent anything that we as workers deserve! We NEED their understanding and value towards us.”
Nick Nagrini Gomez, Nursing Resource