



We Voted Yes to Ratify Our New Contract

When we unite and take actions, it can create change for years to come. Our unity and work towards making MultiCare invest in us, in patients has resulted in significant investment in caregivers and patient care in our community. A strong majority of us vote "YES" to ratify our new contract. Here is what we accomplished:



"We stood up for better Auburn and advocated for our patients, our families and us. In my 18 years working here at Auburn, this is the best contract that we ever got. Im proud of every one of you that took part in making this happen."
Brandy Carner , FNS

Standards and Premiums that respect our wok and experience

New LPN shift premiums Increase swing shift differential to \$2.00
& Increase Evening shift differential to \$3.25
Weekend Premium for Service increase to \$ 1.75
Lead Pay increase to \$1.50
Gain Sharing – For year 2019/2020/2021

We won bigger voice in staffing

Meeting following 90 days of contract ratifications with CEO and chief nursing officer about staffing concerns

- Following our meeting administration will respond to us in writing
- Paid time to attend the staffing meeting
- Re training of our Labor management committee so that we can successfully address any future issues



"We have been addressing staffing concerns from day one and we are glad to have improved process that will set us up for success. Our voices matter, lets continue speaking up and standing up so that our patients are well take care of."
Jon Myers, Sterile Processing

Healthcare benefits

- Protection for current employees at full time benefits being .6 FTE
- Ability to transfer anywhere within MultiCare without a loss of full time benefits being at .6 FTE
- Commitment of bargaining with Good Sam members at their bargaining table – we're stronger together
- New hires after 5/22/19 benefits will be at .75 FTE

Other Wins:

- Improvements to our Bereavement Leave: additional 2 days with pay without a loss of PTO, paid by employer
- PTO Request Procedure: We can request time off 12 months advance, 21 days to all employees other than nursing units which will be 31 day respond time, and ability to take more than 2 weeks off at one time
- Job Security on New Job Trial Period: If you get a new job within Auburn Medical Center re you have 90 days to come back to your old job if things don't work out
- Minimum 3% of raise on Job promotions

Wages

10/1/18 – 2.5 %

Market Adjustments for Individuals who are behind King County wages (As of 5/23 Once contract is ratified) Additional

CS Tech -3.25 % Cooks – 2.5 %

CNA's – 2% and Transporters min 15\$ an hour(new wage scale)

Additional \$1000 for top step 27 prorated by fte

10/1/19 – 2.25 % across the board

Additional \$1000 for top step 27 (prorated by fte)

EVS- additional 2%

10/1/20- 2%

Additional \$1000 for top step 27 (prorated by fte)

4/1/21 - .75%

Full retro on our next full pay period which 6/14 Payday

Min increase is 7.5% with the highest 10.75%



"Because of our unity, stories and the actions we took we were able to get management to hear us what it looks like to invest in us! It feels good to know that we will be able to compete with other hospitals in the area to recruit best qualified staff possible and knowing we all can take care of our families! When we unite , we win!"
Raymond Fugate, ER TECH,ER

Commitment to equity and Inclusion

- Reducing discrimination and disrespect
- Commitment to talk about issues of discriminations and equity in Labor Management
- Paid training for committee (Both union and management will undergo a cultural and hide bias training)
- No retaliation of any employee for raising concerns



"Feels good to know that we have a safe space where we can address disrespect and discrimination without fear of retaliation. Together we will come out stronger and make a safe place for all of us here at Auburn."
Joel LeBon, FNS

Next Steps:

- ☒ Bargaining team will review final contract
- ☒ Contract Printed for distribution