

We Are Worth More Than 1%

Management's proposals are holding us back from recruitment and retention

Management's proposal of 1% per year will not help us recruit and retain experienced caregivers! Our community and our families deserve better. When we are invested in, MultiCare will be the place where everyone wants to work and come get care. Management's proposed 1%, 1% and 1.25% raises do not show that we are prioritized or worth being invested in. MultiCare has the resources to invest in us but they choose not to.



"A 3.25% wage increase over three years will not help us keep up with the cost of living and we will not be able to recruit and retain skilled staff. MultiCare needs to do better. We know they CAN do better!"

Kristy Langtson, CNA

We deserve affordable medical benefits

MultiCare's proposal of cost sharing will not make our healthcare affordable. Management wants to split costs 50/50 for any changes to our medical, and that change could cost us up to an additional \$50 on top of what we pay now. We need maintenance of benefits, protection from collections and the ability to have our bills waved, if not reduced, when we see MultiCare doctors.

(Chart below does not include your participation in wellness! If you are participating in wellness, deduct \$30 from total premium)

Plan	Standard PPO Plan current	Standard PPO proposed 2020	MCCN	MCCN Proposed 2020	HDHP	HDHP proposed 2020
Employee	\$175	\$183	\$30	\$30	\$75	\$77
Employee+ Spouse	\$390	\$408	\$230	\$240	\$175	\$182
Employee+ Children	\$296	\$310	\$136	\$141	\$125	\$130
Employee+ Family	\$498	\$522	\$310	\$324	\$225	\$235



"Our medical keeps going up from year to year. I remember when we only paid \$15 for a standard plan, but now it's unaffordable — over \$175 per month. We cannot accept cost sharing! We need to stand united and fight for affordable healthcare."

Carleen Moon, Cook, FNS

We know the power of our collective voice.

Our UNITY is our strength and we demonstrated that with a sticker-up action.

We united for a better contract at Good Sam, a contract that guarantees fair wages, affordable healthcare, safe staffing, respect in the workplace and recruitment and retention.

OR victory!

Because of our unity, we will not be losing wages. We will be made whole. When management implemented various temporary shifts — meaning working graveyard from day shift due to short staffing — we were in jeopardy of losing out on our wages and PTO. We spoke at labor management, made proposals at the bargaining table and spoke up. Our unity is working!



"It was suggested we use our PTO to resolve a schedule conflict caused by mandatory night sift. As a group we resisted that as a solution, and are now being paid for those hours. Unifying our voices worked."

**Annette Augustine,
Surg Tech**



Next steps

Talk to your bargaining team:

Kristi Langston, PTCA, Oncology
Nattalie Newton, PTCA, Palliative
Delia Gable, Sleep Lab
Diana McDanel, PTCA, CCU
Robin Bowlby, Dietary
Carleen Moon, Dietary
Grace Land, CSR Tech
Iana Crigan, Pharmacy Tech
Annette Augustine, Surg Tech
Traci Robinette, Environmental Services
Katrina Briggs, PTCA, Progressive Care
Genny Loy, PTCA, Progressive Care
Stacy Frazer, Nuclear Medicine
Nichole Hansen, Echocardiographer
Kari Oswald, OB Surg Tech

Bargaining on October 30

