

# We Are Good Sam: MultiCare Put Patient First

Our bargaining team has made it clear to management that the only way to fix our recruitment and retention issues is by investing in frontline staff to ensure better staffing. We gave management a proposal on staffing that calls for:

1. Annual meeting with the president of Good Sam to address all concerns we have and come up with potential solutions
2. Uninterrupted breaks per the new breaks and overtime laws
3. Following the staffing matrix that has been approved by the staffing committee
4. Guaranteed breaks by having break relief techs and PTCAs
5. Eliminating mandatory overtime by allowing call pay to apply at the end of the shift with a minimum of three-hour guaranteed pay
6. A voice on each unit by having staffing based committees per unit/job class

Management’s lack of action to address our staffing proposals shows us that their priorities are not in the same place as ours . They are not offering solutions that would help us resolve the staffing crisis.

We deserve wages that would allow us to be competitive with other hospitals in our area.

We made proposals to management that would invest in us through higher wages, eliminating the cap for past experience for new hires and respecting our time spent at Good Sam. Their response shows us that they do not have same values as we do!

	Our Proposals	Management’s Proposal
Wages	10/1/19 – 5.5% 10/1/2020 – 4.5 %	First pay period following ratification – 1.5% 10/1/2020 – 1.5% 10/1/2021 – 1.75%
Credit for Past Experience	Service: Eliminate the hire in cap Effective 10/2/21  Tech Unit: Credit up to 15 years Effective 10/1/21 – Eliminate hire in cap	REJECTED  REJECTED
Top Step Bonus	Instead of creating a new top step, give a lump sum bonus that equals a step increase of: Service at 2% Tech at 3%	REJECTED



“No matter what job we do, we are all an important part of making Good Sam the best place where our patients come and get care. It’s becoming harder and harder to do our jobs. We need

management to start prioritizing our patients by giving us more staff, the ability to take our well-deserved breaks and having an avenue to address our staffing concerns. MultiCare can do, but chooses not to!”

**Carleen Moon, Cook, FNS**



“We need to be able to recruit the staff that has experience and skills to take care of our patients. It’s hard when management does not see that in order recruit new staff, we need to give them

credit for their past experience. We need MultiCare to eliminate the cap on what year we can hire new staff so that we can be competitive with other hospitals.”

**Grace Land, Sterile Processing, TECH**

## Next Steps

- Continue sharing our stories with our community
- Visiting Olympia to talk to 25LD elected representatives
- Bargaining on February 20

Our bargaining team and our SEIU Healthcare 1199NW Executive Vice President Jane Hopkins meeting with electives.

