

We are United to Recruit and Retain for Better Client Care

We want to give the best care we can to our community, and that means we must keep the best caregivers. We have all seen too many of our coworkers leave to provide care at other facilities, often leaving us short-staffed and unable to provide the care we have dedicated our careers to provide. Our proposals in bargaining would catch us up to the standards set at other MultiCare facilities and would help us improve staff by being competitive in both hiring and retaining the caregivers we need.

We proposed to management that we catch up to what people at other MultiCare facilities make who have the same degrees and training that we do, and to keep us caught up over the next four years. We also proposed drastically reducing the cost of covering dependents, bringing us more in line with other MultiCare facilities where caregivers can insure their entire families for \$225 a month. Safety is an important element of our ability to retain staff, and we made proposals that would concretely improve our safety in the workplace. We look forward to hearing management's thoughts on improving recruitment and retention, staffing and safety at our next bargaining session on March 25.

Our bargaining team:

Jasmine Dreisbach, MHS

Imelda Miles, RN

Hector Loya-Loya, Medication Nurse

Mary Petelo, MHS

Enrique Marquez, MHS

Jackie Grava, Therapist



Our latest proposals:

5% wage increase each year on January 1 for 2020, 2021, 2022 and 2023

Make the scale equal for everyone, ensuring that every job class gets the same number of steps

Reduce the cost of covering dependents to \$140/month

Create incentive pay for members who have to work on short shifts—better compensation for doing more work

Provide additional safety equipment, cameras and camera monitoring to help improve staff safety.



"We are proposing real solutions to real problems and asking for fair compensation for all members."

Hector Loya-Loya, Medication Nurse



"Loyalty is an important value to me. My coworkers and I have shown our loyalty to Navos by working at this hospital for years, when we know we could work elsewhere for better pay. But loyalty is a two-way street. It's time for Navos to show respect for our loyalty with wages that catch us up to other hospitals and a competitive benefits package."

Mary Petelo, MHS 2nd Floor



"We need benefits and support so that we can be fully present for our patients at work. We need to know that our personal safety is maintained and we need to be compensated appropriately for the outstanding services we provide as individuals and as a team."

Jacque Grava, Therapist



"It's time for Navos to reinvest in their employees. All the effort that we put into this hospital needs to be acknowledged. We need real investment in the people who work here in order to make this place sustainable."

Enrique Marquez MHS 2nd Floor, SEIU 1199NW Exertive Board Member