

We Overwhelmingly Ratified Our New Contract

Because of our unity and hard work, together we won a contract that guarantees some of the best provisions we've ever seen at MultiCare

What we won:

- Wages that help us recruit and retain staff
- Improvements to our staffing
- Protecting our medical benefits
- Expanding access to the Multi-Employer Training Fund to support our continued education



“Our team has been working hard on getting the best possible contract that would benefit all of us. We feel that we have been able to accomplish all of our bargaining goal priorities and are proud to see that we were able to get a 99% YES vote. I’m looking forward to making sure that all we fought hard for is implemented and our new contract gets enforced. Now that we have new contract we need to continue building our unity and ensuring we continue having a strong union.” **Nattalie Newton, CCU**

Improvements to our staffing: Ensure we have the resources to give the best care possible to our patients

Annual staffing meeting with president of Good Sam: To address staffing issues, we will work with the president and CNO of the hospital on potential resolutions

Improvements in staffing language: Commitment from management to release staff to be present at labor-management meetings when addressing staffing issues related to the unit

Following the new staffing law – SHB1155: Management committed to following what is outlined in the staffing law related to breaks, overtime, staffing. If we feel that they're not following it, we can grieve it

Previously filled positions: Commitment to data sharing and filling of vacant positions. The Labor Management Committee will review the employer's processes and make recommendations on improvements

Department/unit restructure: Have more time to prepare for any restructures and make sure our voice is heard

Respecting our work: Ensuring we are valued and compensated for the work we do

Telephone calls/text messaging: If we get a call or text at home, we will get paid for min. increments of 15 min. at time and half

Preceptor pay: Expended to all job

classes; doing paperwork will be on paid time. Pay for precepting of:

- Students
- New employees starting at the hospital
- Current employees cross-training into a new clinical area, specialty, or department
- An employee who has completed an orientation but needs additional training time

Callback at the end of shift will apply to the following departments: Surgical Technologists, Cardiac Invasive Specialists, Radiology Technologists (Nuclear Medicine, CT, X-ray, MRI, ECHO, Sonographer, Interventional Radiology), and Respiratory Therapists

Recognition for past experience: Making sure that the experience and expertise we bring to Good Sam is recognized

All service job classifications: Will get credit for past experience 2:1 with no max.

All tech job classifications: Will get credit for past experience year for a year with no max.

Review to be placed on correct wage steps:

Who qualifies?

- Any current service employees with 8 years of service
- Any current technical employees with 10 or more relevant years of experience prior to their employment at the hospital

When can I request it?

Within 30 days of ratification (No later than 5/9/2020)

When will I know a decision was taken?

- Review will be completed within six months of ratification
- HR will notify you in writing

What should I submit?

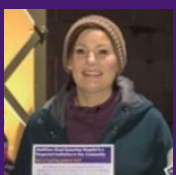
- Materials related to recent hire to employee's current position with MultiCare Health System
- The employee's work history with MultiCare Health System since that most recent date of hire

What if I don't agree with decision?

You will have 30 days to appeal it with a union delegate present in the meeting

How do I submit a request for review?

1. Access the Intranet
2. On the "My Work" tab, select "Employee Resource Center"
3. Log In
4. Select "Submit a Case"



“Giving new hires and us currently employed year for a year credit for past experience helps us better recruit and retain experienced technical staff.” **Stacy Frazer, Nuc Medicine**

Investing in Our Future Through Continued Education

Joint Employer Training Fund:

- Adding tech employees to the current training fund that service members have access to
 - Getting assistance with tutoring, tuition, conference pay, CEUs...
 - An email will be sent to everyone from the outreach department about the SEIU Multi-Employer Training Fund.
- Visit <https://healthcareerfund.org/> to learn more about the program.

Respecting and Valuing Our Diversity: Racial Justice

- Issues regarding equity and inclusion will be a standing Labor Management Committee agenda item
- The committee will identify and develop data to make decisions and issue recommendations: demographic data reports, data regarding work status changes for bargaining unit members, employer policies relating to discrimination and equity and inclusion
- Training will happen within 12 months of ratification
- Committee can recommend training to be expanded to others

Additional Wins:

Respecting and keeping our union strong:

New employee orientation:

- Our union will get access to members on their first day at orientation
- We will have lists with phone numbers and emails one week prior to orientation

Paycheck errors: If an error occurs, it will be fixed by the next pay period. If the error causes hardship, it can get fixed sooner

Improvements to rest between shifts: Will apply for per diem employees as of 1/1/21

Investigatory meeting: All employees who are placed on admin leave due to investigation will be paid for time spent away from work while investigation is happening

Healthcare Benefits: Having a Voice and Keeping Healthcare Affordable for All

Wages That Will Help Us Recruit and Retain Staff

Year 1: 2.25 % (retroactive to the first full pay period following October 1, 2019).

Retro pay will be on May 1st check

Year 2: 2.25% (effective the first full pay period following October 1, 2020)

Year 3: 2.75% (2.25% effective the first full pay period following October 1, 2021; an additional 0.50% effective the first full pay period following April 1, 2022)

Total: 7.25% in the next two years

Staying Competitive With Other Area Hospitals

Market adjustments to all steps on the wage scale, effective upon ratification:

- MRI Tech: 5.5%
- SPD Tech: 15.5%
- Sleep Tech: 6.0%
- Nuclear Medicine Tech: 2.0%
- Transporter: 11.0%
- CT Tech: 2.0%
- Anesthesia Supply/Equip Coordinator: 5.0%

What was at stake?

- MultiCare wanted to change employees' full time benefits from .6 to .75
- Increases to medical up to \$50/month without bargaining

What we won:

- Right to bargain over our benefits
- Get notified 90 days prior to any changes
- As of 1/1/21, new hires will be hired at .75 for full time benefits
- All current employees and those hired through 12/31/20 will be grandfathered at .6 FTE for full-time benefits and can change their FTEs or move within MultiCare without losing that eligibility

Medical Assistance and Financial Assistance: See eligibility Grid Below or [Here](#).

2019

FAMILY SIZE	Gross Annual Income	300%	350%	400%	450%	500%
1	\$12,490	\$37,470	\$43,715	\$49,960	\$56,205	\$62,450
2	\$16,910	\$50,730	\$59,185	\$67,640	\$76,095	\$84,550
3	\$21,330	\$63,990	\$74,655	\$85,320	\$95,985	\$106,650
4	\$25,750	\$77,250	\$90,125	\$103,000	\$115,875	\$128,750
5	\$30,170	\$90,510	\$105,595	\$120,680	\$135,765	\$150,850
6	\$34,590	\$103,770	\$121,065	\$138,360	\$155,655	\$172,950
7	\$39,010	\$117,030	\$136,535	\$156,040	\$175,545	\$195,050
8	\$43,430	\$130,290	\$152,005	\$173,720	\$195,435	\$217,150
9	\$47,850	\$143,550	\$167,475	\$191,400	\$215,325	\$239,250
10	\$52,270	\$156,810	\$182,945	\$209,080	\$235,215	\$261,350
EACH ADD'L	\$4,420					

Poverty Level, Up To				
300%	350%	400%	450%	500%
Charity Discount, %				
100%	95%	90%	80%	70%
Patient Responsibility, %				
0%	5%	10%	20%	30%