

# Making Short-Term Sacrifices Now to Secure Our Future Going Forward

Today, COVID-19 is affecting our life in every way possible.

One of those ways is a ban on non-essential surgeries; in most of our departments, our daily patient census dropped, causing many of us to do other jobs around the hospitals or to be floated to different departments.

Because of the lack of consistent work for some of us, MultiCare introduced a pay protection program that allowed some of us to be sent home with pay and no loss of benefits because there was no work for us to do. That program has come to an end.

MultiCare has been asking for volunteers to take up to two-week voluntary furloughs during this time and across our system, high level administrators are taking a reductions in pay. Because of these low-patient volumes, MultiCare approached us to reopen our contract to remove our low-census caps — allowing them to mandatorily low census us as much as they wanted or face layoffs.

We pushed back and said no — we could not let management erode our hard-fought protections on a cap to mandatory low census that keeps our paychecks whole. Our priority in these discussions was to ensure we do our part to keep everyone working and also keep protections on our mandatory low census limits. After sharing those priorities with MultiCare we agreed to the following:

- MultiCare may low census mandatorily for up to two full shifts but no more than 24 hours in a pay period. MultiCare must still follow low census guidelines on who gets mandatorily low censused first.
- **IMPORTANT:** This expires on August 1st, 2020, when our existing contract language will go back into effect.
- Because of the increase in the amount of mandatory low census, the annual caps had to be extended to April 30, 2021.
- Additionally, we were able to ensure that our time off was protected. If we have already approved time off prior to today, we have guarantees that our time off will be protected regardless of how much PTO we have in our banks.



“Nobody wants to see mandatory low census, but the alternative is worse. Let’s continue to stay united so we can see the other side.”

**Zac Arnold, CNA, Deaconess**



“A new agreement has been reached to help protect us from MultiCare demanding excessive low census. Having this protection along with the ability to voluntary furlough, access to

unemployment benefits and the ability to use PTO will give added protection of our jobs. Additionally, if you have vacations planned you don’t have to worry about not having enough PTO. You can be confident your vacation cannot be denied.”

**Teri Nicholson, RN, Valley**

## COVID-19 Member Hotline

If you have concerns about COVID-19 in your workplace or to report an incident, call our union’s COVID-19 hotline at **(866) 977-0247**

Organizers are staffing the line every day 9:00am – 5:30pm to take your questions. Calls received after 5:30pm will be routed to voicemail and returned the next day.

More information is available on our website: **1199nwcovidresponse.org**

# Join Our Union's All-Member Tele Town Hall



## COVID-19 Union Response

### All-Member Tele Town Hall

With special guest

**King County Exec.  
Dow Constantine**

Thursday, April 30  
5:00pm - 6:30pm



### Understanding the safety net for ourselves and our families

Some of us need to access support for health issues or because of low census or unemployment, either for ourselves or a family member. Washington has improved the safety nets and resources for us all during the COVID-19 pandemic. More information is available at [1199nwcovidresponse.org/faq-benefits](https://1199nwcovidresponse.org/faq-benefits)

1199NW Member Scenario	PFMLA	L&I	UI	FFCRA*	CARES
Low Census			✓		✓
Department Closed No other work available			✓		✓
Department Closed Rejected offered work			Depends why rejected		Depends why rejected
Per Diem Not receiving typical hours			✓		Probably
Immunocompromised	Possibly. If you're able to work use UI		✓		✓
Dependent is immunocompromised	Possibly				✓
Quarantined		✓	✓	✓	✓
Sick with COVID-19	✓	✓		✓	✓
Child Care absences			Depends on if you can work (e.g. remotely)	✓	If Primary Caregiver and cannot work remotely

\*FFCRA is only applicable to private employers with under 500 employees and public employers