

# Our unity is our strength

We provide first-hand care to our patients and clients and have provided that care every day during the pandemic. We provided that care before the pandemic, and before we were MultiCare. We provided care despite being able to make more elsewhere or in a different industry; because we are dedicated to serving our community and our patients.

Our bargaining team provided management with reasonable proposals and increases that would let us catch up to the standards other caregivers already receive. We aren't looking to get rich, but to have our dedication and service respected with reasonable increases. Management brought us nothing, literally — no raises, no steps, nothing. That is unacceptable.

## I am ready to:

- Sign a petition that I will help deliver to MultiCare management
- Wear a sticker calling out management's bad behavior
- Sign a letter to be published in the paper
- Meet with local, county and state elected officials to ask them to apply pressure
- Join our Healthcare Leadership Fund to hold elected officials accountable to help us
- Attend a socially distanced vigil to publicly call out management's bad choice
- Virtually attend an open bargaining session to tell management directly what their proposal means
- Vote for, and attend, a socially distanced informational picket
- Go on strike until we have a contract

We know that to move management it will take all of us working together. Our bargaining team is asking each of us to assess our unity and to you show how ready we are to call for respect for our dedication.

**To fill out this short survey online, visit:**  
**[1199nw.org/navos-survey](http://1199nw.org/navos-survey)**

## Next Steps

Check in with a member of our bargaining team to return this survey and to learn about our proposals and the actions we are taking together to win a contract that respects our experience, our dedication and allows us to continue providing quality care for our community.



"We have unfinished business right now so we need to come back to the table to finish up!"  
**Hector Loya-Loya**



"I understand unforeseen circumstances such as COVID-19, but we are still here! Are we not also important? Are we not essential enough to Navos and MultiCare? I thought we were in it together. It is clear to me, we are not." **Mary Petelo**



"As members, we have given away so much already, beginning with changing the provision of our healthcare. As essential workers, we have put our lives at

risk showing up day in and day out through this unsafe and critical time in our nation's history. And yet, we are left with no idea of what the future of Navos will be, and whether we as incumbent members will be a part of it. As members, we have remained in solidarity fighting for our future with this company, and yet we still are sitting alone at the bargaining table. This is unfair and we need all those invested in Navos' future to know that we matter more than ever." **Enrique Marquez**