

## We Unanimously Voted YES for a One-Year Contract Extension To Focus on Patient Care

### Instead, MultiCare wants to negotiate a multi-year agreement

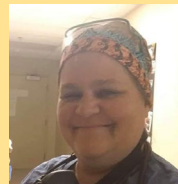
This pandemic has impacted our lives in ways we could never have predicted and we know that COVID-19 is not going away anytime soon. That's why we unanimously voted YES to extend our contract for a year and make some limited proposals to improve our working conditions so we can focus on taking care of our patients. Over the last few months, MultiCare has announced furloughs, top executives took up to a 40% pay cut, and we've experienced more low census across units. We believe it's in management's best interest to wait to bargain until we are in a more stable position.

Unfortunately, MultiCare rejected our proposal to extend our contract and told us they are ready to come to the table now. Despite the difficulties we face during this global pandemic, our bargaining team remains committed to ensuring Deaconess and Valley remain competitive and is working to develop proposals that address our issues around staffing, wages, COVID and benefits.



for a full contract negotiation.”

**Zach Arnold, CNA Deaconess**



being told we need to recoup money for the company. Yet when we offered to wait on negotiating they said no, they are in a good place financially. So which one is it? Guess we will truly see how much they value us as 'heroes.'”

**Charity Turpin, Respiratory Therapist Valley Hospital.**

#### Your Deaconess Bargaining Team

<b>Zach Arnold</b> NAC- 11 Tower	<b>Denise Allen</b> Monitor Tech- Monitor Room	<b>Jameson Blue</b> CT
<b>Diane Gross</b> HUC- CICU	<b>Shawnee Saterlee</b> ER Tech- Emergency Services	<b>Shannon McGeeHee</b> Pharmacy
<b>Mary Robinson</b> Central Service Tech 2- Sterile Supply	<b>Kim Ballou</b> HUC- 9 Tower	<b>Angela Sainz</b> EEG
<b>Alex Knox</b> NAC- 9 Tower	<b>Candi King</b> HUC- 11 Tower	
<b>Amanda Hagen</b> Phlebotomist- Lab	<b>Warren Stowell</b> OR Tech	
<b>Keenen Jones</b> Transporter- Transport	<b>Jennifer Cooper</b> OR tech	
<b>Kelly Conrad</b> PBX Operator- PBX	<b>Cheryl Riddle</b> Radiology	
<b>Julie Medley</b> NAC- 9 Tower	<b>Richard Deaver</b> Cath Lab	

#### Your Valley Bargaining Team

<b>Nathan SiJohn</b> OR Tech	<b>Mac McCully</b> Transport	<b>Jennifer Hanes</b> Admitting ER
<b>Kari Laywell</b> OR RN	<b>Jim Ford</b> Imaging Tech	
<b>Terri Nicholson</b> OPS RN	<b>Megan Houdashelt</b> Medical RN	
<b>Tami O'Marro</b> OPS RN	<b>Angela Crigger</b> Surg/Othro RN	
<b>Addy Dae</b> EVS	<b>Kari Forrest</b> Medical RN	
<b>Mark Janson</b> EVS	<b>Deb Stanley</b> Surgical RN	
<b>Ben Hoffman</b> Pharm Tech	<b>Diane Belyea</b> OB RN	
<b>Barb Whitman</b> Pharm Tech	<b>Susan Peterson</b> CCU RN	

## We reached an agreement on better COVID-19 protections

The Coalition of Unions (UFCW 21, SEIU 1199NW and WSNA) met with MultiCare to re-negotiate our COVID memorandum of understanding which had expired. Highlights of the agreement are:

- If MultiCare requires us to quarantine, we can use our sick time during the time we are required to stay home. If workers' compensation determines it was a workplace exposure, MultiCare will make us whole and reimburse our sick time if used and pay us until we are able to come back to work.
- MultiCare will use the CDC and WHO guidelines to determine when it is ok for us to return to work.
- If we are in a high risk group, we can request an alternative work assignment; if they cannot provide us with an alternative work assignment, MultiCare will allow us leave, with access to our PTO and sick and they maintain our health insurance until it is determined safe for us to return to work.
- MultiCare will notify us in writing within 8 hours of possible exposure to COVID -19, whether it's a patient who was not confirmed COVID positive or a coworker who was diagnosed



"With the increase in COVID cases we are seeing in Spokane, it is good to know that MultiCare will notify us quickly if we are possibly exposed and will protect our jobs and pay if we are quarantined. This new MOU will benefit our coworkers and provide some certainty during this pandemic."

**Warren Stowell, OR, Deaconess**

## VOTE before November 3

We know when we go to Olympia and talk to our representatives, we can speak first hand on what it's like to provide care to our patients and what we need to ensure we can provide the very best. Unfortunately there are too few healthcare workers in elected office who share our experiences. This upcoming election we have the opportunity to elect two RNs to represent us in Olympia.

Lori Feagan, who is running for Washington State Representative in the 4th Legislative District, is an RN and worked at both Valley Hospital and Eastern State Hospital. Having nurse voices in the legislature will be vital in working toward safe staffing and healthcare for all.

Ingrid Anderson is running for the State Senate in the 5th Legislative District, covering Issaquah and Snoqualmie areas. Ingrid is also an RN who understands what it's like to work in a hospital and is an avid advocate for the working class. We all need to pitch in and get out the vote out for both Lori and Ingrid. There are a number of ways to help – texting, sign waving and phone calling. If you are interested in helping, contact your delegate for more information.



"We have the opportunity to have two elected RN's in Olympia, as front line caregivers they both can help shape laws that not only benefit us but benefit our patients. It's so important that we vote in this election, and do it early. Ballots have been mailed and if you haven't received your ballot there is still time. You can visit this webpage [Votewa.gov](http://Votewa.gov) to request a new ballot." **Tami O'Marro, RN Outpatient**



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