



We care for our patients. We need MultiCare to care for us as well.

As the winter surge descends on our facility, we stand united in the face of this pandemic behind our shared goals of transparent communication, access to safe PPE, and ensuring all members are made whole when exposed to the COVID-19 virus.

Among the issues our labor management team has been addressing are the recent outbreak in the hospital and how we get compensated if we test positive for COVID-19. If we tested positive for COVID-19 we are entitled to L&I (workers' comp) and to be reimbursed for any lost wages or accrued time off according to our Memorandum of Understanding (MOU). MultiCare will pay the difference between L&I and what our whole pay should be so that no loss to PTO/EIT would occur on our end and we would be made whole.

We will continue addressing full paid admin leave, N95 fit testing for all caregivers and an equitable incentive pay program for caregivers stepping up to fill the gaps regardless of job class.



"We have the right to remain whole when we're exposed and test positive for COVID at work. MultiCare has proven they are not interested in educating and promoting the use of workers comp or L&I but it is your right to be made whole for lost time or wages if you come down with the virus without fear of retribution! As a health care worker we often say, 'know what you don't know,' and I want to encourage you to apply for L&I if you've been exposed at work."

Raymond Fugate, Emergency Services Tech

Update on Medical Benefits

Because we were united in our last bargaining, we were able to protect our right to bargain over our medical benefits. In late October, management made a proposal to change our health care coverage that would penalize people for using an emergency room multiple times in a year. An emergency room visit is never someone's first choice for care and it's unacceptable to increase charges for utilizing the facility a caregiver or their represented family member needs in a crisis. Our bargaining team met with MultiCare in December and proposed a fixed co-pay rate for the ER and another open enrollment for SEIU represented caregivers. This week everyone got letter from MultiCare stating that open enrollment for our SEIU members will take place January 20-February 10. Our bargain team is committed to going back to the table to demand one co-pay for ER visits.

We will be having informational membership meetings to address the new plan that is being rolled out this year, the PEAK plan, and help answer any other questions. More information will be sent to all via text.

Meetings will be held via Zoom on:

Wednesday 1/27	2-3pm	5-6pm	8-9pm	Link: https://us02web.zoom.us/j/83969942525
Thursday 1/28	2-3pm	5-6pm	8-9pm	Link: https://us02web.zoom.us/j/86854683411

Did you know that MultiCare financial assistance could cover your ED visits, including but not limited to any co-pays or deductibles you pay out of pocket?

Check out the chart to the right to see if you qualify.

2020 Federal Poverty Guideline Income Levels						
Family Size	Gross Annual Income	300%	350%	400%	450%	500%
1	\$12,760	\$38,280	\$44,660	\$51,040	\$57,420	\$63,800
2	\$17,240	\$51,720	\$60,340	\$68,960	\$77,580	\$86,200
3	\$21,720	\$65,160	\$76,020	\$86,880	\$97,740	\$108,600
4	\$26,200	\$78,600	\$91,700	\$104,800	\$117,900	\$131,000
5	\$30,680	\$92,040	\$107,380	\$122,720	\$138,060	\$153,400
6	\$35,160	\$105,480	\$123,060	\$140,640	\$158,220	\$175,800
7	\$39,640	\$118,920	\$138,740	\$158,560	\$178,380	\$198,200
8	\$44,120	\$132,360	\$154,420	\$176,480	\$198,540	\$220,600
9	\$48,600	\$145,800	\$170,100	\$194,400	\$218,700	\$243,000
10	\$53,080	\$159,240	\$185,780	\$212,320	\$238,860	\$265,400
Each Additional		\$4,480				

Our union voice will be heard in the White House

Our very own SEIU Healthcare 1199NW Executive Vice President and former member, Jane Hopkins, was appointed to President Joe Biden's Transition COVID-19 Advisory Board! Jane Hopkins, RNMH, trained as a nurse in England, specializing in mental health. Hopkins worked for over 20 years as a bedside nurse, most recently at Harborview Medical Center in Seattle and Snoqualmie Hospital. Hopkins was a bargaining team member before becoming an organizer, and later Executive Vice President, with SEIU Healthcare 1199NW. Born in Sierra Leone, Hopkins immigrated to the U.S. in 2000 and will bring her perspective and expertise as a healthcare worker and union leader to Washington!

We stand ready to continue the hard work of stopping the spread of COVID- 19 through:

- 1) Spreading the word on masking and social distancing, and using our union's reach (30,000 members in Washington state) and nurses' trusted voice
- 2) Assistance on contact tracing
- 3) Educating and promoting vaccination efforts
- 4) Being a staunch supporter of the manufacturing and distribution of PPE, including N95s

Our union team: Stay in touch with delegates and organizers

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