



# Heroes Work Here

## Ten weeks and counting

Throughout the COVID 19 pandemic, we've sacrificed our safety, our livelihoods, and our personal lives to put our patients first. We've been in bargaining for a little more than ten weeks and haven't yet made the progress on our contract that we need to see after everything we've gone through in 2020.

MultiCare must honor our sacrifice by agreeing to safe staffing, fair wages, and affordable healthcare.

This includes:

- Competitive pay that allows our departments to recruit and retain staff;
- Maintaining our healthcare plan and the "hometown discount";
- Break relief staff for safe continuity of care;
- Shifts that are as regular and repeating as patient care will allow;
- Continued protection from excessive mandatory low census.



"I have been employed with Deaconess for over five years, and the divide between the departments is the worst I have ever seen. From EVS to Lab to CNAs; every level of our team feels like they are not appreciated by their management team, with the incentive pay driving the largest wedge in between our nurses/CNAs and the rest of our essential team members. MultiCare management team: right now is your opportunity to capitalize on the moment and reunite our hospital for the good of our organization and our patients. I do believe that you join me in the opinion that our Spokane teams are some of the best around. We have the pieces of the puzzle to accomplish the goals that have been set out by your team for our hospitals. But the process of putting those pieces together starts here in bargaining with this contract."

—Zach Arnold, CNA at Deaconess Hospital



"We all work as a team. Everything is clinical from the time a patient walks in the door. Nurses and NACs are providing care, food is being delivered, billing is hard at work, as is the pharmacy. Everything we do is clinical and everything we do is patient care. It takes all of us to provide for the patients. Not one person is more important than anyone else. We are a team."

—Susan Peterson, RN, BSN, CCRN

## Take Action!

Sign the petition showing unity around our bargaining proposals. If you haven't had the opportunity to sign, please speak with your union delegate, organizer, or bargaining team member (a list of bargaining team members is included in this bulletin). Taking action together gets results!

### PROPOSAL

**Economics: RNs, Techs and Service**

### UNION

#### RNs Market Adjustments

- 7% year 1 market adjustment

#### Tech Market Adjustments

- MRI, OR Tech, Pharmacy Tech, Pharmacy Purchaser, EP and Cath Lab, Rad Tech II: 7% market adjustment
- CT moves to pay grade H
- MRI Safety Officer is placed on pay Grade G

#### Service Market Adjustments

- Housekeeping I, Food Service Worker move starting wage to Step 9
- Diet Office Clerk, PBX move starting wage to Step 7
- Housekeeping II, Patient Transporter and Linen Tech starting wage moves to Step 5
- Food Production Worker starting wage moves to Step 6
- Dietary Utility Worker moves to Step 8
- Those job classes listed above would move to the corresponding step on the new wage scale to ensure full credit is given
- ER techs move to pay grade L
- Housekeeper I assigned to OR or Labor and Delivery placed on Housekeeper II wage scale for any hours worked in those departments

All other job classes not listed above:

- 6% year 1
- 5% year 2
- 5% year 3

Eliminate some "Ghost steps"



Healthcare	Protect the hometown discount for the life of the contract
Propose “home areas” and float pool for housekeeping	Home areas where housekeepers will be assigned to learn to be proficient in their area.  Committee to determine an EVS float pool  Float premium of \$2 an hour every time a housekeeper is moved out of their “home area”
UBC language clean up	Made language on UBCs to be more inclusive of other job classes and capture current practice
Break Relief RN and Tech pilot	A committee that will pilot an RN who will have no patient load but work to float other RNs  A tech committee that will pilot a designated tech to ensure breaks are taken uninterrupted so we can get the rest we need
Schedule changes	Once a schedule is posted it cannot be changed without mutual consent
Variable shift	We cannot be switched to a variable shift without mutual consent
Hometown Discount	Removed the language that ends the hometown discount at the end of this year
Call back pay	Three hours minimum and rest between shifts start after four accumulative call back hours
RN float language	The ability to be helping hands if we are assigned to float out of our unit and feel like we are outside of SOP
Job postings	Management must post area and days off in the job posting for housekeeping positions
Updated language on overtime, breaks and lunches	To reflect current changes to the law
Paid FMLA	New law states we can be eligible for paid leave so we don’t have to deplete our sick or PTO time when taking care of a family member or ourselves. We are asking that MultiCare continue to pay premiums to our insurance during this time.

Our Bargaining Team at MultiCare Deaconess and Valley Hospitals					
Zach Arnold	11T NAC	Deaconess	Nathan SiJohn	OR	Valley Hospital
Diane Gross	HUC	Deaconess	Kari Laywell	OR RN	Valley Hospital
Monique Johnson	Housekeeper 1	Deaconess	Jim Ford	Radiology	Valley Hospital
Kelly Conrad	PBX Operator	Deaconess	Megan Houdashelt	Medical RN	Valley Hospital
Shawnee Saterlee	ER Tech	Deaconess	Charity Turpen	RT	Valley Hospital
Kim Ballou	HUC	Deaconess	Jen Hames	Admitting	Valley Hospital
Yelena Shanin	Housekeeper 1	Deaconess	Lauren Lomard	EVS	Valley Hospital
Keenen Jones	Transporter	Deaconess	Barb Whitman	Pharmacy	Valley Hospital
Angela Sainz	EEG	Deaconess	Terri Nicholson	OPS RN	Valley Hospital
Rachelle Decambre	echo	Deaconess	Ben Hoffman	Pharmacy	Valley Hospital
Warren Stowell	OR	Deaconess	Kari Forrest	Medical RN	Valley Hospital
Jennifer Cooper	OR	Deaconess	Susan Peterson	CCU RN	Valley Hospital
Jameson Blue	CT	Deaconess	Diane Belyea	OB RN	Valley Hospital
Cheryl Riddle	Radiology	Deaconess	Addy Dae	EVS	Valley Hospital
Richard Deaver	Cath Lab	Deaconess	Jenny Phillips	RT	Valley Hospital
Julie Medley	NAC 9T	Deaconess	Angela Crigger	Surg/Othro RN	Valley Hospital
Denise Allen	Monitor Tech	Deaconess	Mark Janson	EVS	Valley Hospital
Mary Robinson	Central Service Tech	Deaconess	Cindy Stintz	PACU RN	Valley Hospital
Alex Knox	NAC 9T	Deaconess	Mac McCully	Transporter	Valley Hospital
Candi King	HUC	Deaconess	Tami O’Marro	Endo RN	Valley Hospital
			Katie Ellis	ED RN	Valley Hospital