

We Overwhelmingly Ratified Our New Contract that Wins for Our Patients and Families!

We started bargaining in November with the following goals in mind:

- Wages that recruit and retain staff
- Safe staffing
- Protecting our hometown discount
- Protecting hard won standards on low census, overtime, PTO, and sick leave

As frontline workers, we've sacrificed a lot for our families. Unfortunately, MultiCare came to the table with takeaways and low wage proposals. Because we remained united, organized, and took action, we have big wins in this contract.

"We have all worked so very hard for months to secure a contract with management. We are more than pleased with this agreement that helps our coworkers across all job classes!"
- Susan Peterson, Valley Hospital, RN, BSN, CCRN



"This is an incredible contract between our staff and MultiCare. It will allow us to continue to provide quality care for our community for years to come." - Rich Deaver, Deaconess Cath Lab

"This contract is for everyone, not just nurses. Lower wage workers are getting big increases. These proposals will help everyone and will improve recruitment and retention for all." - Lauren Lombardo, Housekeeper, Valley Hospital



Taking Action Gets Results!

- **December - February:** We organized sticker-ups, including our "1% belongs on a milk carton" sticker protesting MultiCare's wage proposals.
- **March:** We signed and submitted a unity petition to MultiCare management.
- **May:** We signed on to a full page ad that ran in the *Spokesman-Review* and the *Inlander* calling on management to bargain a fair contract.
- **May:** We organized a rally outside of both hospitals that was well-attended and supported by community leaders and elected officials.



WHAT WE WON

Large across-the-board wage increases: Across-the-board wage increases apply to all job classes at every step. (Note: Some job classes also received a “market adjustment” on top of the across-the-board wage increase. Keep reading!)

Upon Ratification: 2.75%

Effective December 1st, 2021: 2.5%

Effective December 1st, 2022: 2.5%

Total: 7.75% wage increase over 18 months in addition to step increases.

Market adjustments: Market adjustments are an additional wage increase given to specific job classes. These increases are added to the across the board. These adjustments are given to job classes that are either further behind comparable jobs at other hospitals, are having trouble recruiting and retaining staff, or both.

Service: All market adjustments for the service bargaining unit occur upon ratification. To figure out the total increase for a job class, add the first increase to the year two and three increases of 2.5% each.

- **NAC (all classifications):** 1.75% market adjustment + 2.75% ATB = 4.5% upon ratification; 9.5% over 18 months
- **ER Tech:** 1.75% market adjustment + 2.75% ATB = 4.5 upon ratification; 9.5% over 18 months
- **Phlebotomist:** 1.5% market adjustment + 2.75% ATB = 4.25% upon ratification; 9.25% over 18 months
- **Monitor Tech:** .75% market adjustment + 2.75% ATB = 3.5% upon ratification; 8.5% over 18 months
- **Anesthesia Tech:** .5% market adjustment + 2.75% ATB = 3.25% upon ratification; 8.25% over 18 months
- **Central Service Tech 1:** .5% market adjustment + 2.75% ATB = 3.25% upon ratification; 8.25% over 18 months
- **Central Service Tech 2:** 1.25% market adjustment + 2.75% ATB = 4% upon ratification; 9% over 18 months
- **Housekeeper 1:** 8.25% market adjustment + 2.75% ATB = 11% upon ratification; 16% over 18 months
- **Food Service Worker:** 8.25% market adjustment + 2.75% ATB = 11% upon ratification; 16% over 18 months
- **Housekeeper 2:** 1.75% market adjustment + 2.75% ATB = 4.5% upon ratification 1; 9.5% increase over 18 months
- **Patient Transporter:** 1.75% market adjustment + 2.75% ATB = 4.5% upon ratification; 9.5% increase over 18 months
- **Linen Tech:** 1.75% market adjustment + 2.75% ATB = 4.5% upon ratification; 9.5% increase over 18 months
- **Food Production Worker:** 1.75% market adjustment + 2.75% ATB = 4.5% upon ratification; 9.5% over 18 months
- **Dietary Utility Worker:** 5.25% market adjustment + 2.75% ATB = 8% upon ratification; 13% over 18 months
- **Diet Office Clerk:** 1.25% market adjustment + 2.75% ATB = 4% upon ratification; 9% over 18 months
- **Switchboard Operator/PBX:** 1.25% market adjustment + 2.75% ATB = 4% upon ratification; 9% over 18 months

Tech: All market adjustments for the tech bargaining unit occur upon ratification. To figure out the total increase for a job class, add the first increase to the year two and three increases of 2.5% each.

- **MRI Techs:** 1.5% market adjustment + 2.75% ATB = 4.25% upon ratification; 9.25% over 18 months
- **Surg Techs (all classifications):** 2.75% market adjustment + 2.75% ATB = 5.5% upon ratification; 10.5% over 18 months
- **Pharmacy Tech 2 and Pharmacy Purchaser:** 3.75% market adjustment + 2.75% ATB = 6.5% upon ratification; 11.5% over 18 months
- **Electrophysiology Tech:** 3.75% market adjustment + 2.75% ATB = 6.5% upon ratification; 11.5% over 18 months
- **Cardiovascular Tech and Cardiovascular Invasive Tech:** 3.75% market adjustment + 2.75% ATB = 6.5% upon ratification; 11.5% over 18 months
- **Rad Tech 2:** 3.75% market adjustment + 2.75% ATB = 6.5% upon ratification; 11.5% over 18 months
- **Rad Tech 1:** .25% market adjustment + 2.75% ATB = 3% upon ratification; 8% increase over 18 months
- **Medical Lab Techs:** 2.75% market adjustment + 2.75% = 5.5% upon ratification; 10.5% over 18 months
- **Respiratory Therapist:** 3.25% market adjustment + 2.75% = 6% upon ratification; 11% over 18 months
- **CT Techs:** .25% market adjustment + 2.75% = 3% upon ratification; 8.25% over 18 months
- **Cardiac Ultrasound:** 2.25% + 2.75% = 5% upon ratification; 10% over 18 months
- **Echo Techs and Echo Vascular Techs:** .75% ATB + 2.75% = 3.5% upon ratification; 8.5% over 18 months

RNs:

- **Ratification:** 2.25% market adjustment + 2.75% ATB = 5% upon ratification
- **Year 2:** 1% market adjustment + 2.5% ATB = 3.5% in year 2
- **Year 3:** 1% market adjustment + 2.5% ATB = 3.5% in year 3
- **Total:** 12% increase over 18 months

No Takeaways:

- We protected the hometown discount for the life of the contract.
- We kept management from increasing our annual low census limits.
- We protected the sick leave conversion program.

Changes impacting all job classes:

- **Washington State Paid Family leave policy added to the contract:** Union members can access WA PMFLA and use PTO and sick leave to supplement their income.
- **New breaks work group:** Management and union members will meet to look at the number of missed breaks per department and work on solutions to missed breaks where we have issues.
- Shift differential added to PTO and sick leave pay.
- Minimum 2 hours' notice to trigger 2 hours of report pay.
- **Protection against being randomly assigned a "variable shift":** Variable shifts can only be assigned through existing processes like restructures or the seniority process already outlined in the contract.
- **The Washington state breaks and overtime law has been added to our contracts:** NACs, LPNs, Surg Techs, Rad Techs, Cardiovascular Invasive Techs, RTs and RNs are included in strengthened breaks and overtime language.

Other:

- Housekeepers now have "home assignments" formally called out in the contract. Housekeepers can't be moved from home assignment for longer than 3 months.
- Housekeepers now have days off and work area listed in open assignments.
- Increase in lead pay for service positions to \$1.50.
- New "trainer pay" of \$1 an hour given to service workers who help train a new employee outside of the scope of what is taught in general orientation.
- Maternal Fetal Medicine Sonographers and Receptionists added to contract, given wage scale and across the board wage increases, improved PTO and sick leave accrual, and protection against floating to main hospital.