

## **PROGRESS ON STAFFING! WE HAVE BIG WINS ON RETENTION BONUSES, BUT MORE WORK REMAINS**

We had big wins on staffing in our last contract, including the largest wage increases in a decade. Unfortunately, we're still suffering from the same staffing crisis that has engulfed the entire healthcare industry. That's why hundreds of us signed a petition demanding retention bonuses as an added measure to ensure we have enough staff to care for our patients.



"We took action with our petition around staffing and bonuses and have seen results. Although we are extremely appreciative for the

retention bonuses we have,

we know that some of our valuable staff are not being included. Those employees are a valuable part of our team. Without them, the safety of our patients would be in jeopardy."

**Tami O'Marro, RN, Valley Hospital**



"Many of us are so thankful to get some recognition from management in the form of the bonuses. However there continues to be a lot of frustration and feeling of unappreciation by many, due to the lack of recognition of some smaller job classes in the retention bonus who continue to also struggle in retention, and the raise being given to the nonunion staff over everyone. We

are all and have all been fighting this nightmare of the pandemic and staffing crisis, and all deserve to be recognized, appreciated, and paid equally."

**Charity Turpen, Respiratory Therapist, Valley Hospital**



"Surg techs were left off of the list for retention bonuses. We've had a hard time recruiting and keeping staff since the pandemic started. Our positive actions a few days ago with the march brought attention to our situation in the OR and now we are getting the bonus. Taking action works!"

**Warren Stowell, OR, Deaconess Hospital**

Management responded by giving either a retention bonus or an appreciation bonus to all members. These bonuses are for varying amounts. However, we all work as a team and deserve respect for our work. If you feel that your job class deserves the retention bonus, based on workload and / or ability to recruit and retain staff, please contact your delegate or an organizer.

## How the bonuses work

- Multicare distributed a list of job classes who are receiving a retention bonus and the amount of said bonus. If you're on the list of job classes who are receiving the retention bonus, you receive the amount assigned to your job class.
- The retention bonus is paid in two lump sums.
  - The first payment is given the first full pay period after a member signs the retention bonus agreement. The earliest you can receive this bonus is October 29th.
  - The second payment is given to members 12 months after the first payment.
- If you aren't on the retention bonus list, you receive the appreciation bonus of \$1000.
- The appreciation bonus is paid in two lump sums of \$500 and does not require a signed agreement.
  - You receive the first payment on October 29th, 2021
  - You receive the second payment on April 29th 2022
- You need to have either proof of vaccination or an approved medical or religious exemption to receive the retention and appreciation bonuses.

## Considering going back to school or continuing your degree? The Training Fund can help

Tuition Assistance can help pay for school-related costs like tuition, books, and required fees. We know juggling a full-time job and family responsibilities with school can be challenging. The Training Fund can help you succeed--we offer tutoring, career counseling, and other support to achieve your goals. Plus we have college partners who have designed programs for working adults like you.

If you've missed the October 15th deadline or you are within your first year of employment with MultiCare, you should definitely still apply to the Training Fund to get connected to assistance and resources!

### Info?

Learn more and apply at



[healthcareerfund.org](https://healthcareerfund.org)

### Questions?

Call 425-255-0315 or

[email members@healthcareerfund.org](mailto:members@healthcareerfund.org)

