

We Voted **YES** to Ratify Our New Contract!

We've led with our values in bargaining and secured a great agreement that will ensure a better future at MultiCare Auburn Medical Center and help us recruit and retain the great caregivers that our community needs.

Cherry Rocamora, GeroPsych
Raymond Fugate, Emergency Department
Joel Lebon, PCU/FNS
Brandy Carner, FNS
Peter Karuri, Med Surg
Viola McGill, EVS



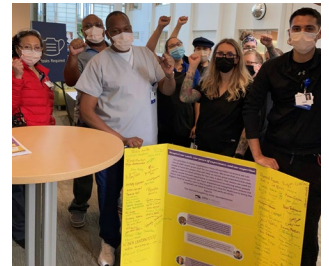
"It's been a long two years during this pandemic, and MultiCare has finally showed us that they acknowledge the sacrifices we have all made. We've fought hard and feel this contract improves standards for frontline staff like us more than ever before. From wages, the ability to climb the career ladder, and improved commitments to staffing, we're happy to bring you this contract!" -Raymond Fugate, Emergency Department

Our goals and values in bargaining

- ★ Wage increases to recruit and retain that include market adjustment so that we can be competitive with other hospitals in King County
- ★ Staffing improvements that will help us provide better care and coverage
- ★ A voice when it comes to our health benefits

Because we all are union members and have strong unity, we took actions to accomplish the contract we are presenting:

- We stickered**
- We signed petitions**
- We marched**
- We signed our unity card**



We met goals in bargaining: Wages that Recruit and Retain

- ★ **Year 1:** A new 18-step wage scale that will give everyone a minimum 3% raise, allow people to climb to the top of their earning potential much faster, and additional market adjustments for nearly all job classes
- ★ \$400 Ratification Bonus prorated by FTE and \$100 bonus for Per Diem — paid out on second full paycheck
- ★ **Year 2 - 10/1/22:** 3% across the board plus \$1,000 bonus for all who are on step 18 in lieu of new step
- ★ **Year 3 - 10/1/23:** 3% across the board plus \$1,000 for all who are on step 18 in lieu of new step
- ★ **Increase to shift differentials:** \$1.50 evenings and \$2.00 nights
- ★ **Weekend differential** increase to \$2.00
- ★ **NEW!** A new float premium of \$1.50 per hour for CNA's who work in the Nursing Resource pool
- ★ **Pay on promotion:** 3% will be added to what you are making now and then placed on new scale of the job that you are doing. We will no longer be going backward in wages when advancing ourselves
- ★ **Recognition for past experience:** Credit for past experience will be 1:1
- ★ **April 1, 2022:** Everyone will have opportunity to request an equity review to make sure they are given full credit for their past experience and placed on correct step

"The new wage scale will help with retaining great staff, help people who want to grow their careers in healthcare, and people will now reach the top of the wage scale much faster. Our years of experience and dedication to MultiCare are finally being recognized and this is an historical win for all of us." Brandy Carner, FNS



"Receiving \$1.50 float pay is very much appreciated for the hard work we do going to all the different units that need our help. To our bargaining team, hats off to all of you!" Curie Halos, Nursing Resource



We met goals in bargaining: Staffing Improvements

- ★ Incentive pay when we are working short staffed
- ★ Increased our voice on staffing committee at JLMC from 5 to 6 members and ability to meet as frequently as we need to address and fix staffing issues
- ★ Tracking the utilization of part-time and per diem staff
- ★ Tracking of vacant positions and JLMC committee to give recommendations on how to fill those

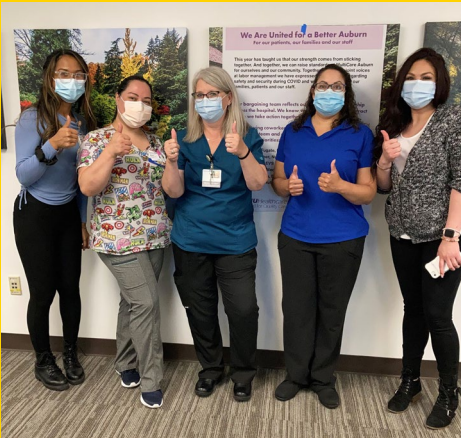
"I'm so excited about winning this contract! We did a good job, we spoke about what's important to all of us, and management moved! We are thrilled that people will get full recognition for their past experience and that people at top step will continue to be recognized for continuing to care for our patients here at MultiCare." **Cherry Rocamora, GeroPsych**



"I'm very happy we had such a good bargaining team in these negotiations, and this contract represents how hard we've all worked. Our pay used to be so low that I had to have a second job, and now I can work one job and support my family." **Angelina Bernal, Birth Center**



We met goals in bargaining: Other Wins



- ★ Increase for training fund contributions
- ★ Paid admin leave when someone is being investigated
- ★ Improvement to strengthen our union — getting phone numbers and emails of new hires so we can welcome them into the union
- ★ Increase of paid leave for delegates to reflect 10- and 12-hour shift workers
- ★ An LMC Medical Benefits committee to track and understand what is happening with our benefits and utilizations. A voice that will help us maintain the current costs

NEXT STEPS:

1. Sign up for our Healthcare Leadership Fund where we are working with other unions to fight for safe staffing statewide! Be on the lookout for next steps and your role to ensure every patient gets the care they deserve in every hospital!



hlfseiu1199nw.org

Demand Action From Hospitals To Support Safe Staffing by Sharing Your Staffing Story

Even if you've already submitted a survey, you can return to the form just to submit a video.

Together, we will win safe staffing across the state.

We're continuing to meet with legislators, connect members with the media, and tell our communities what health care workers need from hospitals. Your stories are more powerful than anything union staff can say. **Would you take two minutes to fill out a short survey about staffing and record a 1-2 minute video to share your experiences?**



1199nw.org/3C6wS0F

2. Donate PTO to our bargaining team members if you have not done so already
3. Training more delegates throughout the hospital! If you want to nominate someone in your department, call or text your organizer!
4. Reconvening our Labor Management Committee so we can resolve department issues together and enforce our contract!