

It's Time to Enforce Our New Contract

Now that we've won our contract, it's important we continue to enforce the language we worked hard to win. Every other month, we have our Labor Management Committee meeting. If you have an important departmental issue you want to address in our committee, be sure to reach out to your delegate or committee member.

Our next LMC meeting is April 27!



Peter Karuri, Brandy Carner, Cherry Rocamora, Raymond Fugate, Joel Lebon, Curie Halos

We fought and won!

Step Placement Audit begins in April

During the month of April, any member who believes they were not given full credit for their past experience, or transferred to a new position and had their base rate reduced as a result of that transfer, may submit a request to have their step placement reviewed and be brought to the correct step. We fought hard to win this opportunity for members who've been employed at MultiCare for a long time and were not able to take advantage of the year-for-year credit for past experience we won in our new contract. **The month of April is your only opportunity to have your step placement reviewed, so don't delay!**

Steps to submit a request through the **Employee Resource Center**:

- ✔ Go to Point MultiCare and click on "Employee Services" on the top banner
- ✔ Then click on "Employee Resource Center" in the dropdown
- ✔ After you log in, click "Ask HR" in the top right corner to submit a case. Please use the subject line "AMC Equity Review" to ensure that it is routed the correct way and handled timely.



"We fought hard for this language so people can get paid what they deserve. Years of service and past experience should be credited 1-for-1 and now it's time for people to be placed correctly. Submit your request to have your step placement reviewed during the month of April only!"
- **Brandy Carner, Nutrition Services**

When we stand united, we win!

We joined together with other unions at MultiCare to fight for a more fair and transparent process to MultiCare's recoupment policy for people who were overpaid during the Kronos outage. Despite much hard work by our legal team and union leaders, we were not able to stop MultiCare from taking deductions from your paychecks for alleged "overpayments" on March 18. However, MultiCare **has agreed to halt any further wage deductions pending the outcome of the legal challenge** brought by WSNA, UFCW 3000, and SEIU Healthcare 1199NW. That process is expected to take several weeks.

Thank you to our members who came forward to provide declarations about problems with the True-Up process and intended deductions.

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When we stand united, we win! (cont.d)

The case is currently before a federal judge after MultiCare removed the lawsuit from state court to federal court which would delay proceedings. The unions have objected to that maneuver, which is merely a stalling tactic, and are asking to be sent back to state court.

MultiCare has informed the unions that it intends to undertake an audit into the accuracy of some employees' overpayments. It is our understanding that they will audit the overpayment amount of anyone who disputes that their alleged overpayment is correct. As we continue negotiating with MultiCare, we will get details on how you may access that audit process.

For any questions or comments, please contact your organizer: Mia Ragozino (425)-728-9227



Executive Board elections

- Our union's Executive Board elections are happening this month!
- Executive Board members help make union-wide decisions and execute our union's annual plan on behalf of all of us. All members in good standing will receive a ballot in the mail, so make sure to check your mail this month.



Our contracts are now printed

Get in touch with your delegate for a paper copy or go the link below to see a digital copy of our 2021-2024 contract.

When we fight, we win!

<https://1199nw.org/mamc>



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