

Winning Standards that Respect Our Prior Experience

During negotiations last year, our bargaining team stood strong against management's resistance to give workers fair credit for their past experience. New hires were able to benefit from a new one-to-one credit for past experience standard, but employees hired before this standard was implemented were left behind on a lower step on the wage scale, despite their years of experience.

By staying united during bargaining, we were able to win an equity review of all members' prior experience! A majority of our members who applied for a review in April saw their step and hourly wage increased. We fought to ensure our coworkers get paid fairly for the expertise and the years of experience we bring to our jobs and put money back in the pockets of healthcare workers.



"I personally know the power of a union standing together and negotiating a contract. I was originally hired as a CNA, and when I was promoted to ER Tech I was only given 2-for-1 credit for my past experience. MultiCare spent a long time not paying employees what we're worth. After negotiations I finally got year-for-year credit for my time as a CNA and my hourly wage went up 10 steps! I'm so grateful to finally be being paid what I'm worth and for what I bring to the table, my expertise and my years of experience. If you have any doubt about what a union stands for, let me be an example!" - **Raymond Fugate, ER Tech**

"I'm so happy to be put on the right step. Every dollar counts! My daughter is going to college this fall and this helps so much. We worked hard to gain our experience in some of the hardest working environments. So getting a credit for this is like taking a happy pill for us!" - **Noemi Cabales, CNA**



"I was hired on with MultiCare 15 years ago. It was a non-union clinic job. I came from the Polyclinic in Seattle to a clinic in Tacoma. It was a \$4/hour pay cut and I tried to negotiate on my own without success. I am grateful that after all these years our bargaining team was able to negotiate the equity review and I finally got that approximately \$4/hour back related to my experience at the Polyclinic." - **Stacy Shumway, LPN**

How to access the appeal process

If you applied for the equity review in April and believe you did not receive an adequate adjustment, **YOU HAVE THE RIGHT** to a meeting with HR and a union delegate to review your past experience. Submit an email to Alexis Stark, at Alexis.Stark@multicare.org and include your delegate of choice ASAP.