



## **Now is the time for MultiCare to do what's right: Invest in frontline staff**

When there are posted positions that have been left unfilled for months, we know that is a red flag — people are not applying because the wages are too low. The rising cost of housing, food and gas is making it harder to pay bills, leaving people with the decision to either stay or look for a job that pays more. Recently, members from Deaconess and Valley completed a survey to share the impact of inflation and how the current wages are impacting our decision to continue to work at the hospital. We have been sharing this message with management in the market adjustment committee — we need to increase wages for everyone but there are certain job classifications that need an urgent increase to be able to recruit and retain staff in order to safely provide care across the hospital.

**96%** say the cost of living has impact our ability to meet monthly expenses.

**84%** say we are considering looking for a job at another healthcare facility because of higher wages.

**73%** say the end of the retention bonus in October could factor into our decision to stay at MultiCare.

**99%** say a competitive wage increase would make us more likely to stay at MultiCare.



"There is a greater need for healthcare workers as our population of patients increases. We want to see our wages match the escalating costs of living so we can have one less stressor in an already stressful work environment."

- **Rachel Rademacher, ER Tech, Deaconess Hospital**

The Market Adjustment Committee, which allows us to look at the wage scales in our union contract once a year and make adjustments to improve recruitment and retention, met with management in June and made a proposal that improves wages for ALL job classes. We will meet with management again at the end of the month. Any job classes not included in wage increases this month will be a priority during bargaining in 2023.



"We are short ER Techs on every shift because people keep leaving for higher paying positions with less stress. Our patients deserve better!"

- **Patrick Wilson, ER Tech, Valley Hospital**