



We're united for raises that recruit and retain all of us!

We are calling on management to invest in all of us by increasing wages across all job classes so that we can continue to recruit and retain quality employees and provide great patient care. We know that all our departments are struggling with short staffing, relying on some travelers and agencies to fill the hole of our union jobs. At the beginning of bargaining, we gave management a proposal of 10% raises for the first year, 7% for year two and 7% for year three. Management's counteroffer is a slap in the face: 2% in the first year, 1.5% for year two and 1.5% for year three respectively.

We will continue to unite and keep fighting for all, even if MultiCare proposes incomplete solutions that do not recognize all of us.

"It feels as though management doesn't understand what their workers have gone through and continue to go through every single shift.. I spent 2 years working in our Covid ICU, and now I'm in the ER and I am very well aware of the over working and under payment that has been going on. I worked for CHI and I took a \$7 an hour pay cut when I came to GSH because it was closer to home. We come to work, we break ourselves physically and mentally, we work more than we should, and we can't even get the respect or pay that we deserve. It's a shame because most of us love our jobs or love our coworkers, but that eventually stops being enough. Company leadership 'both recognizes and hears these problems' but instead of fixing them, they avoid them, it's truly disheartening. What they're offering just truly isn't enough. This is why our facility has such high turn around in every department." - **Josie Stephens, ER Tech**



"MultiCare needs to invest in and respect all of their employees, from the day one new hire to the fifty-year veteran. Leaving anyone behind is not an option." - **Carlene Young, EVS**



"I do not feel valued by this company with the initial offer. The current wages for service workers are very low in comparison to everywhere else in the community. I should not be able to make more working retail than in a hospital... The cost of living raises we have gotten in the last contract and the first offer is not nearly enough to keep up with the rise in costs. We are barely getting by even though we have all been working so hard and understaffed to keep the hospital running." - **Natalie Newton, CNA**

