



# MultiCare: Invest in us! Respect us and our work

Our bargaining team has been working hard to come up with creative ideas that would help us recruit and retain staff. It is disappointing that we are seeing barely any movement from management. We are part of MultiCare as well, and being treated differently than other MultiCare facilities shows us we are not valued the same. MultiCare needs to do better and should do better!

## Where we stand at the bargaining table:

Issue	Union	Management
Staffing	CNA/ER Tech - create a new sitter job to help with demand of 1:1	NO
	Food and Nutrition subcommittee to address the ongoing issues of workload, patient needs and staff needs	NO
Precepting	Fix existing issues so that staff who precepts students, new employees, and coworkers new in the department get the premium for the work they are doing	NO - Limiting who would get precepting and when
Rest between shifts	When called back from stand by to work, rest between the shift would apply	NO
Wages	Retro October 1, 2022	NO
	Year 1 - 16%	Increase the base to majority of the jobs by 2.5%
	Year 1 - Top step 19 get a bonus in lieu of the step	NO
	Change Diet aid 1/2/3 into Nutrition Assistant to match whole system	NO
	Year 2 - 6.75%	2%
	Top step 18 get bonus in lieu of additional step	NO
	Year 3 - 6.75%	2%
	Top step 18 get bonus	NO
Credit for past experience	1:1 year credit for experience	YES - for new hires only
	Equity review - current employees having ability to get their credit for past experience reviewed and placed on correct step	NO

Auburn has constant observers (sitters). Why can't we?

Auburn Medical Center gets rest between shifts when called in from call back, why can't we?

MultiCare TG/AMC make more money than us. Why won't MultiCare invest in us like other MultiCare employees?

Why won't MultiCare value existing staff? Don't we deserve the same treatment?



“One of the first things any new employer asks you is about your past experience to help them gauge your wages and if you are a good hire. MultiCare should take all past experience into account instead of asking for our past experience and then not counting it.” - **Carleen Moon, Food Nutrition Services**



“I have worked for MultiCare for 9 years. Through all those years I have always loved what I did and wanted to always do my best to better the company and take care of patients. But it seems as though MultiCare does not value us as much as I previously thought. We are not asking for a lot, just to be valued and invested in. To be able to take financial strain off of us so we can concentrate on putting our efforts into patient care. MultiCare needs to know if you invest in your employees, you invest in your future as a company. We deserve that respect from our employer.”

- **Angi Medina, Distribution**



“When you are tasked with the responsibility of training/teaching other staff or students, you deserve preceptor pay. You should not be excluded from preceptor pay at the discretion of managers or because of your job title. If you are assigned additional work, you should be given additional pay.”

- **Stacy Frazer, Nuclear Medicine Department**

## Your bargaining team:

Aleksey Rozov, CNA, ICU	Grace Land, Sterile Processing
Andrew Hladecek, Interventional Radiology	Josie Stephens, ER Tech
Angi Medina, Central Supply/Distribution	Katrina Briggs, CNA/PTCA 8 Dally
Annette Augustine, OR	Keri Carpino, Respiratory Therapy
Anthony Leeth, Central Supply/Distribution	Kristy Langston, HUC/PTCA 6 Dally
Brook Knopp, Inpatient Pharmacy	Laura McMasters, Echo Department
Carleen Moon, Food Nutrition Services	Nattalie Newton, CAN/PTCA, CCU
Carlene Young, EVS	Robin Bowlby, Food Nutrition Services
Charles Williams, Patient Transport	Shannon Weir, Respiratory Therapist
Delia Gable, Sleep Lab	Stacy Frazer, Nuclear Medicine
Erin Blain, LPN, Inpatient Trauma Rehab	Twana Lucas, EVS
Ethen Roseman, ER Tech	



**Happy Nuclear Medicine Month**  
**Happy Food Nutrition Month**  
**Happy Distribution Month and**  
**Happy Sterile Processing Month to our amazing members in these job classes!**

