

# Stronger Together!

We have been seeing so many changes to staffing and working conditions at Memorial. It's important for members to be included in the conversation before implementing changes so we are able to deliver the best care to our community. When we have a union, we can voice our concerns and have a say when the changes will negatively impact us. When we stand united with our coworkers, we can win and reverse changes Memorial proposes without consulting us.

Change made by Memorial administration	Union win
Will not cover the cost of Phlebotomy license renewal	Phlebotomy license renewal/reimbursement reinstated



"This whole experience has been an eye opener for me, something as simple as the practice of the employer paying for the phlebotomist license can be taken away in an instant, all due to the fact that it's not in our contract. I was very disappointed and felt very unappreciated. Within a moment's notice my coworkers were ready to stand up and take action to win this benefit back. It's a huge win in my eyes. It made me realize that we are stronger in numbers, and the more people we have to fight for us, the better. I hope people see how important this is. I know I do." - **Deshawn Oursland, NSL, Phlebotomist**

We need transparency when it comes to the communication employees receive regarding new employee orientation. We filed a grievance and were able to win a better process for our new members to join and hear their rights and benefits as union members.

Past language used by Memorial during New Employee Orientation	Union win: New agreed upon language
"Here is the link to the <b>optional</b> union meeting happening today at 10am. If you cannot make it or have questions, please reach out to the Union Organizers, Jaclyn and Brenda, directly for the information. Their emails are <a href="mailto:Jaclyno@seiu1199nw.org">Jaclyno@seiu1199nw.org</a> and <a href="mailto:Brendap@seiu1199nw.org">Brendap@seiu1199nw.org</a> ." - Grievance was filed during online orientation period.	"If you've been hired into a bargaining unit position under the service unit or RN contract, a representative from SEIU 1199 is available to speak with you about the union, union membership, and the contract during New Hire Orientation. If you choose to attend, the meeting is 15 minutes and on unpaid time."



"It's important for our members to learn about the union at new employee orientation and that it's not any different than the rest of their orientation. That's why this new language was super important in becoming the strong union that we need for a better working environment where we feel our patient's needs are met. Our coworkers deserve to have transparency right at the beginning and that means learning about their rights during new employee orientation." - **Trish Bowman, 3EW RN**

## Float Pool Win

Amongst the changes brought forth by Memorial, there was a float pool expectation to be on the assigned floor by 7:00am while our assignment are posted all the way down in the basement. Our concerns were that we would have to come in early on unpaid time to have enough time to go to the basement, clock in, check assigned floor and gather necessary items for that assigned floor and get to the huddle at 7:00am. Float pool members had a meeting with Memorial administration and managers of the float pool to discuss a solution. We presented three options to Memorial and together they agreed that the best resolution would be to post the assignments at the Psych and Physician's entrance so there would be no need to go to the basement.

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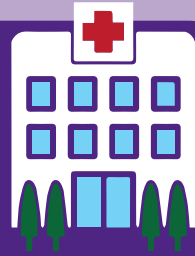
## United for a brighter future with MultiCare

We have always been united for our families and our patients as a union at Memorial and we will continue to be so, more than ever, in this time of transition. Memorial's announcement that they are merging with MultiCare raises some important questions. But our strength together as a union is an important "known." We know that:

- ✦ MultiCare must recognize that we are a union hospital
- ✦ MultiCare has a track record of collaborating with our union for better jobs and care
- ✦ We will still need to bargain a new contract this year regardless of who owns our hospital

### Who is MultiCare?

- ➔ Washington-based non-profit healthcare organization
- ➔ MultiCare has 9 hospitals in the Tacoma area and 2 in Spokane
- ➔ More than 2,700 MultiCare staff are members of our union
- ➔ SEIU Healthcare 1199NW members at MultiCare hospitals have won contracts that include a Training Fund that invests in career ladders and advancement. We have proposed this training fund but Memorial has said no to our proposal.



## Standards we have in our MultiCare contracts

<b>Having a strong union</b>	All of our contracts require new hires to be a member or pay their fair share to have a union  Delegates can take up to 12 weeks off to work with the union
<b>Low census protections</b>	Deaconess and Valley Hospitals have mandatory low census caps of 132 per year and one shift per pay period
<b>Credit for experience</b>	Year for year credit for all job classifications
<b>Training and education</b>	We have the Multi-Employer Training Fund which provides up to \$5250 upfront tuition assistance to go back to school. The fund also provides free tutoring, college navigation and other support
<b>Staffing</b>	Yearly meeting with the President of the hospital to review staffing plan; review vacancies at each Labor Management committee
<b>Affordable healthcare</b>	20% hometown discount. 20% is covered by MultiCare for care received at MultiCare facilities in Spokane
<b>Competitive premiums</b>	CNA float premium  \$1/hr trainer premium for EVS  Shift differentials are included in hourly rate of pay when taking sick or vacation
<b>Time off benefits</b>	Deaconess and Valley Hospitals have sick and vacation banks



"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 \$8.76/hour or about \$18,000 per year! 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! Become a member of SEIU 1199NW today!" - **Raymond Fugate, ER Tech, MultiCare Auburn Medical Center**

"We've made progress at the bargaining table since MultiCare bought our hospitals in 2017. We've won the Multi-Employer Training fund, brought our wages up to community standards, and added shift differentials to PTO and sick leave. Having Yakima Memorial chapter added to MultiCare gives us all more power." - **Megan Houdashelt, RN Medical/Surgical Valley Hospital**

