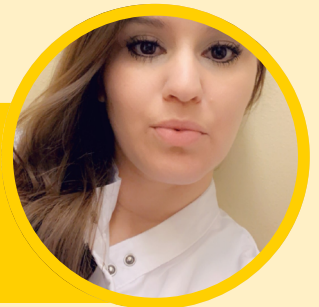


It's a new day for our coworkers, our patients and our community as MultiCare Health Systems becomes our new employer

We choose to work at Memorial because we are proud of the home-town community feel our hospital has. We know and love our coworkers; many of us were born at this hospital and we have committed to ensuring everyone in Yakima and the surrounding area is getting the care they deserve. **In our new relationship with MultiCare, we now have an employer that shares our values and will work with us to put patients over profits.**

We have a fresh chance to lift standards, improve working conditions, and fix our ongoing staffing issues.

"Excited for this new day and to know that MultiCare will work with us in our union to make Memorial a great place to work and receive care. Hearing that collaboration is a core value and all of our input matters, really makes for a stronger labor management partnership for our future here at MultiCare Memorial Hospital." - **Deshawn Oursland, NSL Phlebotomist**



While we are excited for our future with MultiCare, we still need to continue our important work of bargaining a new contract.

Our proposals:

- ★ **NEW Multi-Employer Training Fund:** Provides upfront tuition assistance and other resources to make sure we are successful if we decide to go back to school to advance our careers in healthcare.
- ★ **Ensuring our wages are competitive:** With the minimum wage increasing on January 1, we are facing compression in many job classes and need to lift wages for EVERYONE.
- ★ **Increasing the bilingual differential**
- ★ **Improving New Employee Orientation language**
- ★ **Improving call language**
- ★ **Getting back our certification and degree pay**
- ★ **Workplace safety**
- ★ **Parity with the nurses for our service unit**
- ★ **Increasing differentials and premiums for all**
- ★ **Money for floating outside of your unit**
- ★ **1:1 credit for past experience**
- ★ **Recruitment pay - referral program**
- ★ **Retention pay**



"We have a new employer! We are hopeful and excited for what is to come and what we can achieve together to make this the best hospital to receive care. We started negotiations with Memorial, but we will now continue with MultiCare. Things have been at a little bit of a stand still because of the merger, but we are looking forward to working collaboratively with MultiCare to make Memorial a place where you feel proud to work at again." - **Gema Aguilar, ED RN**

Standing up for safe staffing in Yakima in coalition with WA Safe + Healthy!

Earlier this week, we stickered up in support of Senate Bill 5236 which would implement safe staffing standards across WA! We're energized and ready to get this bill over the finish line this year to keep ourselves and our patients safe.



"We wore stickers in support of the bill in the state legislature to prevent mandatory call or overtime and require safe staffing ratios for our nurses and patients. This bill is not only important to prevent nursing burnout, but for the safety of the general public when they are admitted to the hospital. Staffing at Memorial has been the worst I've seen it and this puts our patients at risk and severely lowers the morale of the nurses." - **Ariel Harwood, RN IV Conscious Sedation**

Ready to join the fight?

There are two things you can do RIGHT NOW to make your voice heard.

Send a message to your Senator. As constituents and union members, we know that direct communication with our elected representatives is one of the most effective ways to advocate for change.

Share your short-staffing story. Help us make the most compelling case to legislators by sharing your personal staffing story.



[1199nw.org/
wasafeandhealthy](https://1199nw.org/wasafeandhealthy)



bit.ly/StaffingStory

