



We ratified a historic contract at MultiCare Good Sam!

With a majority YES vote, we have ratified a new contract at Good Sam with the highest pay increases this hospital has ever seen. No member will walk away with less than **11%** over the life of this contract!

What We Won

| Job | Market adjustments which reflect 2023 rates to be added to the current base effective first pay period following ratification |
|------------|---|
| LPN | +1 % |
| CNA (PTCA) | +2 % |
| IR | +1 % |
| CATH LAB | +1 % |
| CS TECH | +2% |
| COOK | +2 % |
| EVS | +2 % |
| ER TECH | +1 % |

First full pay period in October 2023, the following additional market adjustments will be made:

- ★ CNA: 2.5%
- ★ Cook: 2%
- ★ EVS: 1%
- ★ ER Tech: 1%
 - The ER Tech classification will be the subject of a compensation review in December 2023.



“With a strike looming, MultiCare moved enough to where we could both come to a tentative agreement. Our members ratified an amazing contract. It was worth the long fight because our members will see substantial raise increases. MultiCare also stepped up and agreed to recognize long-term employees and market adjustments to the job classes having a difficult time recruiting and retaining.” – **Grace Land, Central Supply Tech and Bargaining Team Member**

Our Bargaining Team:

| | |
|---|---------------------------------------|
| Aleksey Rozov, CNA, ICU | Josie Stephens, ER Tech |
| Andrew Hladecek, Interventional Radiology | Katrina Briggs, CNA/PTCA 8 Dally |
| Angi Medina, Central Supply/Distribution | Grace Land, Sterile Processing |
| 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 | |



The contract we have today is because of our unity: With every action we took, our strength grew

- ★ Surveys
- ★ Petitions
- ★ Sticker ups
- ★ Appreciation lunch
- ★ Purple scrub tops
- ★ Action votes to authorize an informational picket
- ★ Informational picket
- ★ Legal Action: Filed 6 ULPs (Unfair labor practice charges)
- ★ Requested hearing to make our voice heard on staffing concerns about approving 160 beds
- ★ Strike assessments
- ★ Authorized Strike vote



“It was a long hard fight to get where we are. Our unity with the petition, picket and strike votes passing was amazing. The bargaining team appreciates the people that took the time to vote and get involved. Although we wish it was better, it is still the best contract we have ever had. We hope to build our unity and knowledge about the process to recruit more bargaining team members so we can have representation from every department.” – **Nattalie Newton, CNA CCU**

Labor-Management Work

With this contract settled, we are still committed to improving the staffing and wellbeing of the members through Labor Management Committees, both focused on specific issues and ongoing LMCs.

- ★ We will have re-training with Federal mediator to set us up for a successful process of addressing staffing concerns with management
- ★ Staffing issues in the ER will be a self-standing issue on the LMC agenda for a year
- ★ Sitters/Constant observers will be resolved in LMC and if it takes longer than 3 months then the FMCS mediators will assist to facilitate the process to get us to resolution
- ★ The LMC will review and provide input on the precepting programs and how they are utilized at Good Samaritan. The committee will examine the process of assigning preceptors in accordance with Article 4.5. This process of review will be completed within six months of ratification of the contract. The management team commits to training all relevant managers.
- ★ Food And Nutrition - Will have a rebid with commitment to increasing hours, our team will have input in creating a schedule and a voice how to implement it. We will have two informational sessions to ask questions and flag concerns.



“Even with MultiCare trying to divide our union with their unfair labor practices, our unity prevailed. We won a good contract that our bargaining team and members can be proud of.” – **Carleen Moon, FNS Cook**