



We Have Strength in Our Unity!

At each bargaining session, we bring proposals that will make a difference in our lives and improve recruitment, retention, and safety. Instead of responding to these proposals, management has been bringing their own, which include takeaways. We are not interested in settling for MultiCare’s lower standards.

Where we are in bargaining:

Issue	Our proposal	Management’s response
Wage increases are desperately needed	Over the life of the contract - 27% ATB plus additional 8% market adjustment for RNs	No response
Creation of a low census bank to keep our paychecks whole in the case of low census	1200 hours available for people who prefer to stay at work and take projects when census is low	No response
WPFMLA is hard to use when it doesn’t cover 100% of base pay	When we need to take WPFLMLA we have the option to use accrued leave to make our paychecks whole	No response
Preceptor pay	Adds definition of precepting so management can’t pretend precepting isn’t happening to avoid paying the \$3 premium	No response (but they had quite the reaction when we asked them if they only hire people with experience in behavioral health)
Improved differentials	Increase differentials to: evening \$3, NOC \$4, weekend \$4	No response
Wage scale placement upon hire	New hires: 1:1 credit for past experience; current employees moved to step that reflects 1:1 credit for past experience	No response
Equity in contract	Change language in contract to gender neutral	✔ Tentative agreement
Incentive shifts	Double time for overtime shifts	REJECTED
Contract negotiation	Bargaining team may supplement paid bargaining time with leave donated by coworkers when 192 hours (total for whole team) runs out	Take away what was already a limited amount of paid time to bargain (for union bargaining team only, not for management); replace with donated leave

Proposed issue	Management’s proposal	Our response
Unit mergers	Add language that anticipates potential unit mergers	What are you talking about... <i>Seriously?!</i>
Health and safety	Members comply with immunization policy or sign a waiver	✔ Tentative agreement
Alternative work schedules	Staffing committee to explore alternative schedules	Not yet responded
On-calls minimum shifts	Higher number of minimum shifts for new hires (no changes for existing on-calls)	Not yet responded
On-calls seniority	Based on year of hire rather than number of hours worked	Not yet responded





"The cost of living continues to increase while wages are behind. We need to get paid according to the market rate so that we can continue providing the good quality care MultiCare expects us to. It is time to pay us now!" – **Mary P, MHS**



"After four bargaining sessions, we are still waiting for management to respond to most of our proposals, including our wage increases. Instead, they are trying to take things away. We need to show that we are united. With all of our support and unity we will come out strong." – **Koko P, MHS**

We are taking action to support our bargaining team in securing a great contract. Speak with a bargaining team member about what you can do.

Your bargaining team

Rahab N	Imelda M
Koko P	Mary P
Jacquie G	Chelsea L



What is happening in Behavioral Health?

- ★ **Wellfound** in Tacoma is bargaining their first contract! This is a joint venture between Multicare and Virginia Mason Franciscan Health. Both entities are highly profitable.
- ★ **Comprehensive Life Resources** in Tacoma just voted to form their union!
- ★ **DESC** in Seattle has just won a historic wage reopener, which brings the lowest paid employees up to \$56k/year through across the board raises and market adjustments. The years of taking action and engaging in the political fray has elevated the employers and the electeds' understandings of what is happening, a truly remarkable win that was hard fought over many years.
- ★ **Cascade** members in Tukwila are engaging in union fights over unfair management practices.
- ★ **Behavioral Health Resources in Lacey, Olympia, Shelton and Hoquiam** won the biggest raises they have ever seen last December.
- ★ **Lifelong in Seattle and Bellingham** CEO was removed by the board for anti-union behavior after a long fight! She was replaced by a new CEO who understands that without the workers, there is no Lifelong.
- ★ **Compass in Northwest WA** can't seem to stop losing. Their managers keep trying union busting antics, and we keep schooling them. Can't wait to see what they do next. Popcorn, anyone? Bargaining their next contract will soon be underway.
- ★ **Sound in Seattle's** contract is up in a couple of months so we are getting moving there as well. We are all stronger together.