

Your bargaining team:

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MultiCare's PTO Proposal

Years of Service	Hours per year PTO*	Hours per year Sick-Sea¹	Hours per year Extended Illness Time (EIT)²	Total hours per year PTO + SickSea + EIT³	Current Annual Leave hours per year (daysx8)	Difference between MC proposal and current annual leave not including EIT	Difference between total MC proposal and current Annual Leave	MC Maximum PTO Balance	Current Annual Leave Carry Over
0	132	68	48	248	240	-40	8	332	200
1	132	68	48	248	240	-40	8	332	200
2	132	68	48	248	280	-80	-32	332	200
3	132	68	48	248	280	-80	-32	332	200
4	132	68	48	248	296	-96	-48	332	200
5	172	68	48	288	296	-56	-8	412	200
6	172	68	48	288	320	-80	-32	412	200
7	172	68	48	288	320	-80	-32	412	200
8	172	68	48	288	320	-80	-32	412	200
9	172	68	48	288	320	-80	-32	412	200
10	212	68	48	328	320	-40	8	492	200
11	212	68	48	328	320	-40	8	492	200
12	212	68	48	328	320	-40	8	492	200
13	212	68	48	328	320	-40	8	492	200
14	212	68	48	328	320	-40	8	492	200
15	212	68	48	328	320	-40	8	492	200
16	212	68	48	328	320	-40	8	492	200
17	212	68	48	328	320	-40	8	492	200
18	212	68	48	328	320	-40	8	492	200
19	212	68	48	328	320	-40	8	492	200
20	252	68	48	368	320	0	48	572	200

*Full time
¹ PTO plan adds the ability to cash out most leave, except for some EIT.
² In MultiCare's proposal, leave would accrue on overtime. In current CBA overtime is accrued on regular hours only.
³ Extended Illness Time (EIT) is accessed for long term illness for self or family.



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Navos

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BARGAINING UPDATE

Respect Us. Listen to Us. Pay Us.


We took action to show Navos we are united in our bargaining priorities.

An overwhelming majority of us signed a petition in support of our bargaining team. We marched on management to deliver our petition, we held signs, and many of us shared our thoughts in the moment. Our message was clear: we show up and care for our patients, so management needs to show up for us by settling a fair contract.



"We put proposals forward that would put us in line with our peers at other area hospitals. They brought proposals that offer different percentage increases for each job class, including larger shift differentials to RNs than the rest of us. We are all valuable members of the care team at Navos, and we remain united."

-Imelda Miles, RN, Weekend NOC



We showed our unity with stickers that said: Respect us. Listen to us. Pay us.

Because of our demonstrations of unity, we are making great progress on our proposals, but management needs to hear us on the wages we deserve!



Our vision for Navos vs. management's vision for Navos

Issue	Union	Management
Wages	15% wage increase now, 5% in 2024, 5% in 2025 plus an additional 8% market adjustment for the RNs.	Different increases for each job class ranging from 3% to 15%. 1.5% ATBs in 2024 and 2025
Hire-in rates	Year-for-year credit for past experience, plus a one-time adjustment so everyone is getting credit for all of their experience.	No response
Leave requests	No. We will not accept moving backwards on our leave request process.	Management proposed leave requests be made 30 days before the schedule is posted.
PTO	No. We don't want to see any loss of vacation accrual for any worker.	New PTO accrual rates.
12-hour shifts	If they want to offer more types of shifts, they need to meet with us first.	Management wants to change the contract to allow them to start offering 12-hour shifts.
Roster	For our union to remain strong, we are requesting demographic data and emails and phone numbers.	Management's position is they would give us phone numbers and emails if they have them. They said no to providing demographic data.
NEO	30 minutes to orient new members to our union	15 minutes
Pay for precepting	Add definition of precepting so we can keep them accountable when we have earned the \$3 premium.	Removed precepting and replaced with MOAB training.
Improved differentials	Eve/NOC/Weekend \$2.50/\$3.50/\$3.00	Management responded to our proposed increase in differentials with \$2/\$3/\$3 (Eve/NOC/Weekend) differentials for RNs only , and \$.25 increases for the rest of us
Permanent staff deserve a predictable schedule	Before low censusing us, agency goes home first.	No.
Internal job postings	Clear, easy access to Navos position openings.	"Look at the thousands of openings on MultiCare website."
WPFMLA	We need to access our accruals to make our paychecks whole when we are on WPFMLA.	Agreed in principle, working on language.
Change language in contract to gender neutral	Tentative Agreement	

None of us are only 3% behind market standard.

Every other MultiCare facility has year-for-year credit for past experience.


Issue	Union	Management
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
Members comply with immunization policy or sign a waiver	Tentative Agreement	
On-calls	Under discussion	Raise shift minimum for staying up to date with Navos processes. Grandfather experienced per diems.
Anyone working as a charge nurse gets the differential	Tentative Agreement	
15% in lieu of benefits	No.	Make this only available to part time and per diem.
Fewer holidays	No We won't accept our holiday being taken away.	Management proposed taking away Martin Luther King Jr. Day.
MHS 1 and MHS 2 combined to one scale and place on MHS 2 scale	All MHSs get paid according to the MHS 2 scale.	Yes to combining MHS 1 and MHS 2 into one scale.

Our bargaining team is working hard for all of us.

Items highlighted in **RED** are proposed takeaways. We don't want our contract to move in the wrong direction.

"We need to stay united and be patient. Nothing good comes quickly. We need to stay focused on our goals."

- Rahab N., MHS, 2nd floor




"We sent a strong message that they need to invest in the staff we have here. Bargaining is how we make sure we are getting what we deserve. If management just gave us what we asked for in the first place, this would be done by now."

- Jacqueline G., Adjunctive Therapist



"It is hard to believe management when they say they appreciate our hard work. We deserve real pay increases."

- Koko P., MHS, 2nd floor



"We are crusading to make sure this hospital pays livable wages. We need to put pressure on management to settle a great contract."

- Chelsea L., Social Worker

