



We are fighting for a fair contract and demanding a real investment in us from MultiCare

When our union team began contract negotiations with Yakima Valley Memorial in December, our understanding was that we would be negotiating a one-year agreement, then follow with a successor agreement the following year while we waited for MultiCare to transition into the hospital. However, after the negotiation process started, the plan changed, and we were told we would negotiate a full three-year contract.

With this new information, we have worked hard to move forward on building a new relationship with MultiCare and align ourselves with standards at other MultiCare facilities, per their request. Our union bargaining team has continually requested MultiCare be present at our negotiation table to continue to build trust and help us understand the many MultiCare processes that are being proposed.

A few of the large changes proposed include:

- ★ Moving to MultiCare’s WorkDay system (which affects when and how we get paid)
- ★ Transitioning from vacation, holiday, and sick time to PTO

We are not taking any of these changes lightly. Although we all desire a new contract, such big changes cannot be rushed. We also must remind management of the importance of recruitment and retention and how impactful turnover has been for us all. We all have endured a lot of staffing issues, but this cannot continue. We must stop the burnout, stop the expectation for us to continue to work long hours, pick up extra shifts, and spend less time with our families.

We need a real investment in us. MultiCare, the time is now.

Below are just some of the proposals being negotiated:

Union proposal	Management proposal
Union. Any new hire will join the union.	NO RESPONSE
NEO. Improved Language to New Employee Orientation to have the ability to share union rights new workers have.	NO RESPONSE
Rest breaks. Increase 10-minute rest breaks to 15 minutes.	No agreement, but aligned.
Float premium. New float pool premium for service workers. Just like the RNs.	NO RESPONSE
No.	Callback. Eliminate double pay, including double time on holiday.
Callback minimum. Three-hour minimum.	We are aligned except Service Unit, they will stay at two-hour minimum.
No.	Overtime. Eliminate degree/cert pay as base wage to calculate OT.
Double time. Starts four hours after end of regular shift or after 12 consecutive hours, whichever comes first.	Double Time. Starts four hours after then end of your regular shift, counts back to 12th hour.
Standby. Increase to \$5/hour, \$7.50 holidays and when on standby over 24 consecutive hours.	NO RESPONSE
We believe rest is rest and 11 hours should be applied to everyone equally, and call backs should not be excluded from this premium.	Rest between shifts. Change to a tiered structure: 8-hour employees get 11 hours of rest, 10-hour gets 10 hours of rest, and a 12-hour employee gets 8 hours of rest. Also, work in callback hours do not count toward RBS.
Cert pay. Increase to \$3 and up to 3 certs.	NO RESPONSE
We don’t want to lose any holidays and are still evaluating the impact	Holidays. Eliminate four holidays: President’s Day, Employee’s birthday, Juneteenth, Float holiday.
We have asked for information and are evaluating the impact.	PTO. Combine holiday and vacation into one bank, sick hours will be in a separate bank.
Education. To participate in our Multi-Employer Training Fund that other MultiCare facilities already participate in.	NO RESPONSE
We are evaluating the impact.	3 of 4 weekends. Change to if you work two successive weekends, the second one will be paid at 1 ½ time, the third weekend will be regular rate of pay.
We are evaluating the impact.	Low census. Change to the rotation list.



We are evaluating the impact.	Seniority. Change to Date of hire.
We are evaluating the impact.	Shift differential. Change to getting premium for majority hours of your shift rather than actual worked hours in each shift.
We think this is a great idea.	Holdover language. New holdover language if you're held over 30 minutes after your shift that would trigger an automatic 3-hour minimum callback when on standby.
Referral Bonus. To help with recruitment.	NO RESPONSE
Lactation space	NO RESPONSE
Bargaining team. Pay and ability for staff to donate vacation/PTO.	NO RESPONSE
Parity for Service unit. To have parity with the nurses on premiums, weekend pay, shift differential, call back minimum, incentive programs, cert pay.	NO RESPONSE
EVS. Assigned home areas whenever possible.	NO RESPONSE
Holding patients differential. Any nurse who is required to hold a patient on a different unit than ordered by medical provider, or that deviates from standard of care (related to, but not limited to, delay in patient transfer due to bed/ staff availability) shall receive a differential of \$2.50/hour.	NO RESPONSE
Wages	
Service unit. 25% this year, 2024 8%, 2025 8%.	Service Unit. Approximately 19% this year, but if you're impacted by minimum wage you would receive less. 2024 5%, 2025 5%.
RN unit. Adopt a new wage scale. We used Kadlec nurses' scale as a template to recognize longevity. Plus, additional 8% at ratification to keep us competitive in the market. 2024 8%, 2025 8%.	RN unit. This year 5%, 2024 3%, 2025 3%, continue with current scale.

Bargaining Team:

Trish Bowman	Emily Kenney
Alice Westphal	Gema Aguilar
Karen Arreola	Amber Cox
Deshawn Oursland	Ariel Harwood
Yudith Webber	Renee Bauer
Mariela Mendoza	Kienna Richards
Jaime Erickson	Zsa Zsa Chinn-Reis



"We have all seen our housekeepers run short staffed, our patient meals delayed because of lack of dietary staff, phlebotomist running solo or not at all, and nurses working as NACs or NACs getting pushed past their matrix in order to work our day, and that's what we are trying to prevent with our service and RN contract. We are asking for the service and RN contracts to line up, because US in service matter too, we

ALL do. We want our contract to include the same premiums, differentials, PTO benefits, and have an actual competitive wage scale that will keep our employees at MultiCare Yakima Memorial. With 40% turnover we cannot afford to not get the raises we're proposing! Now is the time to join us in this fight, we have a lot at stake!" - **Mariela Mendoza, 2NW/CCU UCA/NAC/MT**



"We are having to juggle work and summer life events coming up with the nicer weather. We already work crazy hours, inconsistent work days and weekends. MYMH is allowed to

join negotiations during

their working hours but we are not! They get paid to negotiate and we join on unpaid time and sometimes even have to use our holiday/vacation hours to attend. This is how strongly your bargaining team is dedicated to getting the raises and contract language everyone deserves! We're making decisions for over 1,300 of us whose life and families will be affected. We want to avoid rushing a contract that covers so many aspects of wages and benefits. We must stand together as members!" - **Maria Gema Aguilar, ED RN**



"We are having to evaluate all of the impacts that MYMH's proposals will have on our current contract. Our team is putting in countless unpaid hours to discuss the best way to decrease pay practice impacts. If MYMH

wants us to align with their Workday system, it's going to take a lot of discussion on how that will economically affect our coworkers. Now, more than ever, we need to be united and stand against all the takeaways that are at the table! Remember, being a member is how we show our unity at the table." - **Jaime Erickson, Cath lab RN**

Next bargaining dates:

May 22, 2023

June 8, 2023

June 15, 2023

June 30, 2023