



We're Standing Together for Retro Pay!

For over six months, we have been continuously working on how to make our contract a better reflection of our needs and value. We were ready to bargain in December and after a few sessions, management paused bargaining. We came back to the table in March ready to continue bargaining a new agreement. Unfortunately, management has slowed down the process by bringing all new proposals than what they had previously proposed, which essentially means we are starting over. Management is proposing significant wage increases but have rejected our proposal for retro pay. Every day that we don't have an agreement is a day we are losing pay.

We have been ready to bargain, have been without a wage increase since January, and we are not close to an agreement. We have proposed our raises be retroactive but management has said NO. We are standing up to tell management that they need to respect us by giving us retro.

There is power in our unity. In order to win the best contract, everyone needs to participate. Join with your coworkers by becoming a member.



joinseiu1199nw.org

Below are some outstanding proposals.

Union proposal	Management proposal
Union - Any new hire will join become a member of our union	NO RESPONSE
NEO - Improved Language to new employee orientation to have the ability to introduce our union to new hires.	NO RESPONSE
Rest breaks - Increase 10min rest breaks to 15min	No agreement, but aligned
Float premium - New float pool premium for service workers, just like the RNs	NO RESPONSE
Callback - Keep our current contract language	Eliminate double pay, including double time on holiday
Callback Minimum - 3-hour minimum	We are aligned except Service Unit, they will stay at 2 hour minimum
Overtime - Keep our current contract language	Eliminate degree/cert pay as base wage to calculate OT
Double Time - Double time starts 4hrs after end of regular shift or after 12 consecutive hours, whichever comes first	Starts 4 hours after then end of your regular shift, counts back to 12th hour
Standby - Increase to \$5/hr, \$7.50 holidays and when on standby over 24 consecutive hours	NO RESPONSE
Rest between shifts - We believe rest is rest and 11hrs should be applied to everyone equally and callbacks should not be excluded from this premium	Change to a tiered structure, 8hr employees get 11hrs of rest, 10hr gets 10hrs of rest and a 12hr employee gets 10hrs of rest. If you work more than 4 hours in a callback status, rest between shift applies
Cert pay - Increase to \$3 and up to 3 certs	NO RESPONSE
Holidays - Keep our current contract language	Eliminate 4 holidays - President's Day, Employee's birthday, Juneteenth, Float holiday
PTO - We have asked for information and are evaluating the impact	Combine holiday and vacation into one bank, sick hours will be in a separate bank
Education - Participation in our Multi-Employer Training Fund that other MultiCare facilities already participate in	NO RESPONSE
3 of 4 weekends - We are evaluating the impact	Change to if you work two successive weekends, the second one will be paid at 1 1/2 time, the third weekend will be regular rate of pay
Low census - We are evaluating the impact	Change to the rotation list
Seniority - We are evaluating the impact	Change to date of hire
Shift differential - We are evaluating the impact	Change to getting premium for majority hours of your shift rather than actual worked hours in each shift
Holdover language - We think this is a great idea	New holdover language if you are held over 30 min. after your shift that would trigger an automatic 3hr 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 PARITY PRESENTED
EVS assigned home areas whenever possible - Evaluating their language to align with ours	Adopted 6.17 EVS Home assignment language from Deaconess/valley

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%

NO RETRO Approximately 19% this year, but if your impacted by minimum wage you would receive less. 2024-7%, 2025-6% (5.22.23 proposal)

RN Unit - Adopt a new wage scale - we used Kadlec nurse's scale as a template to recognize longevity. Plus, additional 8% at ratification to keep us competitive in the market. 2024-8%, 2025-8%

NO RETRO This year 8%, 2024-4%, 2025-3%, continue with current scale

Tentative Agreements

Job Class movements on pay grade:

- ★ NAC to pay grade 11
- ★ UCA to pay grade 12
- ★ ED tech to pay grade 12
- ★ *NEW* Float pool NACs/Lift Team to pay grade 12
- ★ Phlebotomist to pay grade 11
- ★ OB Techs to pay grade 16

YES - Management agrees to our proposal



"Now is the time to help your bargaining team by signing this petition for Retro Pay. MultiCare has presented to us changes to the contract twice already, and now we need to begin the process again because they weren't satisfied with the language, which doesn't align with their new Workday system. This setback is causing further delays.

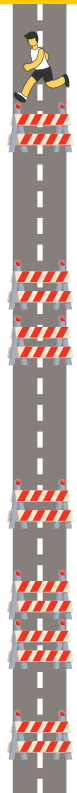
The purpose of this petition is to request back pay once we reach an agreement on wages and contract language. Your signature will demonstrate our commitment to obtaining fair compensation for the work we deserve." - **Deshawn Oursland, NSL Phlebotomist**

We shouldn't lose out on wages due to management's slow bargaining. Sign our petition demanding retro pay!



1199nw.org/3NBsWNM

Our path to a new contract has been met with many obstacles



- November, 2022, we proposed a 6 month contract extension with a wage increase. We knew MultiCare would need to settle in before being ready to bargain a full contract.
- Beginning of December 2022, Memorial rejected our proposal and told us the current management will be in charge for 2023.
- In our first bargaining session in December, we proposed a one-year contract with Memorial (which they indicated they were interested in) since we knew MultiCare would be better to bargain with.
- Memorial canceled scheduled bargaining dates in January and February.
- MultiCare asked for an executive session in February before canceling our February dates.
- Management shared they have a new system (Workday) and our current contract doesn't fall within its system so they let us know changes are coming to be in line with the new system.
- We finally get back to the bargaining table on March 30, Memorial surprised us with a proposal for a 3-year contract after we had been prepared to negotiate only a one year agreement.
- Management brought all new proposals to align with Workday and MultiCare.
- We continued to bargain through April and May, on May 22 we bargained, Memorial proposed wage increases for the Service bargaining unit, but no proposal for RN wages.
- At June 15 bargaining, Memorial brought yet again NEW proposals for Workday, alignment with our fellow SEIU members from Spokane MultiCare, and a wage proposal for RNs.

"Our bargaining team has spent hours upon hours rewriting language already and now they are again asking us to start over! We are expected to go line by line and find what they have not put in or what they have added. They have not done the same work that we have. The language they sent us over was simply copied and pasted, nothing was adapted to our contract. We shouldn't have to critically analyze every statement for what is new and missing! The team has swapped shifts or taken Vacation/Holiday to participate in online negotiations, along with bargaining preps most every week. MultiCare needs to invest in us and put our negotiations as a priority to get to an agreement sooner than later!" - **Trish Bowman, 3EW RN**



- Bargaining Team:**
- Trish Bowman
 - Alice Westphal
 - Karen Arreola
 - Deshawn Oursland
 - Yudith Webber
 - Mariela Mendoza
 - Jaime Erickson
 - Emily Kenney
 - Gema Aguilar
 - Amber Cox
 - Ariel Harwood
 - Renee Bauer
 - Kienna Richards
 - Zsa Zsa Chinn-Reis
 - Kaiden Swan
 - Cecilia Ornelas
 - Laura Mendoza

**Next bargaining dates:
June 30,
July 6,
July 20,
July 27**