



# We're Standing Together to Build Power Across MultiCare Health Systems

Over the last few years, we have seen MultiCare expand across Washington State. They have recently acquired Yakima Valley Memorial Hospital, applied for 20 psych beds at Deaconess in Spokane, and are planning to build a new tower at Good Samaritan Hospital in Puyallup.

As members who work at MHS across the state, we have been experiencing the shift to a more corporate healthcare model. This is why it's more important than ever for all of us who work at MHS to be united across the state.

We had our first statewide MHS leadership meeting where we discussed what it would look like to build power within MHS. By all of us meeting together, we learned that we are all facing the same issues across MultiCare and underscored the importance of us all working together to improve standards.

"Meeting with other union leaders within MultiCare was refreshing. To see that we are not alone in wanting better standards for all as well as a strong united front in the Eastern region." - **Amber Cox, RN, L&D, MultiCare Yakima Valley Memorial Hospital**



## Who is MultiCare?



"Bargaining together makes our union stronger. We could focus our resources on one contract for all 12 hospitals and raise the standards across the state." - **Mary Robinson, Sterile Processing, MultiCare Deaconess Hospital**

## Remember your Weingarten Rights!

### WEINGARTEN RIGHTS

Union Representation During Investigatory Interviews  
(If called to a meeting with management, read the following to management or present the card before the meeting starts.)  
If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



### EMPLOYEE RIGHTS

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:  
The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:  
1. Grant the request and delay questioning until the union representative arrives,  
2. Deny the request and end the interview immediately, or  
3. Give the employee a choice of:  
(a) having the interview without representation or  
(b) ending the interview.  
If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.



"Many times, we hear from our members that their manager called them into the office and started asking questions of concern. Our members are caught off guard, they are nervous or can't clearly recall, but they start answering their questions anyway, not realizing that in these meetings, whatever they say can be used against them. It is at these meetings that you have the right to apply the "Weingarten Rights." You have the right to representation if these meetings can lead to disciplinary action. You have the right to ask that question. "Will this meeting lead to disciplinary action? If so, I am requesting union representation." Management will need to stop that meeting and reschedule it until you have representation. Just to be aware, management is not obligated to inform you of this right. Having representation allows you to a fair and due process. It is also your time to ask questions. Know your rights. For more information contact your union delegate or representative." - **Grace Land, Sterile Supply, MultiCare Good Samaritan Hospital**

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### Meet your Executive Board Members for MHS!

#### Deaconess Hospital

Alex Knox, CNA  
Mary Robinson, Sterile Processing

#### Valley Hospital

Megan Hodeshelt, RN  
Charity Turpen, RT

#### Good Samaritan Hospital

Grace Land, Sterile Processing  
Stacy Frazer, Nuc Med  
Aleksey Rozov, CNA

#### Yakima Valley Memorial Hospital

Alice Westphal, Unit Care Assistant

