

We won't be divided!

Management tries to buy us off while takeaways are still on the table

We have fought hard over the years to ensure that we are all involved in the bargaining process together. We know that when we stand together as service workers and nurses, we have the power to win a contract that works for ALL of us.

Unfortunately, at bargaining yesterday, management pushed hard to divide us. Management's proposal included more money, but still fell short - it didn't provide the same across-the-board increase to those impacted by the minimum wage increase, it did not include retro pay, and it left the takeaways on the table for the nurses to bargain on their own. We told management that we would not be divided, and we will continue to bargain a full contract all together.

Management's unacceptable proposals!

- ✗ **Call Back:** Management wants to TAKE AWAY double time, including double time on a holiday.
- ✗ **Call Back Minimum:** Management wants 2 hours, we want 3 hours for everyone.
- ✗ **Overtime:** Management is proposing to TAKE AWAY degree and certification pay in the base rate for calculating overtime.
- ✗ **Rest Between Shifts:** Management is proposing to TAKE AWAY 11 hours rest between shift for 10 hour and 12 hour employees and instead 10 and 12 hour employees would receive 10 hours rest between shifts.
- ✗ **Sick and Vacation:** Management is proposing to combine vacation and holidays into a PTO bank. They are proposing to TAKE AWAY four holidays and reduce our accrual rates and max accruals.
- ✗ **Multi-Employer Training Fund:** In order to improve staffing across the hospital, we proposed the Multi-Employer Training Fund which allows our members to receive upfront tuition assistance and support to go back to school and further their career in healthcare. We have this in all of our MultiCare contracts. Management continues to say NO.
- ✗ **Competitive Wages:** Management's proposal falls short. The proposal for service workers punishes those of us who were impacted by the increase to minimum wage. The proposal for nurses still leaves us behind our competitors. Management continues to propose NO RETRO.
- ✗ **Strengthening our Union:** Management wants to continue to divide us. They have not responded to our proposal to ensure all new hires would become members of our union and that we would have a greater ability to welcome new employees into our union.



"We are being careful about our contract negotiations and won't settle for an agreement that doesn't work for everyone. We are taking every aspect of the contract seriously and won't let management push us into an agreement that doesn't align with our goals. We are aware of the need for wage increases, but we won't let that be the only factor in our decision.

Our holiday and vacation benefits are just as important! We stand together on minimal takeaways and are waiting for management to respond to our proposals on language that affects us all!" - **Alice Westphal, UCA 3EW**



"They pushed us into a corner and gave us an expiration date to accept their economic package. Management has sent out emails saying we refused a wage increase of 20% but failed to tell everyone at what cost that agreement came with! We will not give up on

retroactive pay just yet! We have been bargaining since December and have moved a lot and have yet to receive any counters on our language that affect our accruals, shift differentials and strong membership! We will not be divided and remind everyone to sign our retroactive pay petition!" - **Deshawn Oursland, NSL Phlebotomist**

We will not be divided!

Sign our unity petition for retro pay.



Add your name to our petition to demand retro pay!

[1199nw.org/3NBsWNM](https://www.1199nw.org/3NBsWNM)