

We Can't Afford to Live Here!

MultiCare Needs to Address the Cost of Living

The cost of living has increased at a historic rate since we negotiated our last union contract. We need wage increases that keep pace with the cost of living and allow us to recruit and retain staff. Unfortunately, MultiCare came to the table on October 19 with wage proposals that fail to meet this moment.




"Our Techs and CNAs are our ticket to growth. Right now, growing within Deaconess is not as possible due to wages. I need to have a second job outside Deaconess to help fund schooling. Better wages are an opportunity for all of us to help MultiCare grow." - **Kaila Montgomery ER Tech, Deaconess Hospital**



"We're already having a hard time recruiting nurses to some units. If MultiCare is going to recruit and retain nurses, they're going to have to do better than this wage proposal." - **Megan Houdashelt, RN, Valley Hospital Medical**



"Wages at MultiCare Spokane have not stayed competitive for our region and the current cost of living increase. A 3% wage increase will actually inhibit our ability to recruit and retain our current Technologists and inhibit recruiting qualified staff when other health care facilities are offering higher cost of living raises and raising the wage steps." - **Vickie McEnaney-Pfaff, EEG Neurodiagnostic Technician, Deaconess EEG**

Bargaining Unit	MultiCare's October 19 Proposal	Our October 5 Proposal
Deaconess and Valley Service	Year One: 3% Year Two: 2% Year Three: 1.5% <ul style="list-style-type: none"> Increase ER Tech wage scale by 3.5% plus year one increase Hypothetical new wage scale for food service workers, switchboard operators, medical receptionist MFM, transporters, mental health associates, diet office clerks, and food production workers No clear wage scale proposed 	Year One: 18% Year Two: 6% Year Three: 6%
Deaconess Tech /Valley Tech	Year One: 3% Year Two: 2% Year Three: 1.5%	Year One: 18% Year Two: 6% Year Three: 6%
Valley RNs	Year One: 2.5% Year Two: 2.25% Year Three: 2%	Year One: 6.75% Year Two: 6% Year Three: 6%

Our next bargaining dates are November 2 and November 8

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Sign up for this year's Delegate Leadership Assembly on December 2!

We're working toward building the strongest union possible and our annual Delegate Leadership Assembly is part of making that happen! The DLA is our opportunity to reflect and build upon our union's 40-year history and collectively shape our vision for the next 40 years. Join your fellow delegates and member leaders as we stand united to chart our union's course forward.

There will also be a Delegate Leadership Workshop on December 1 for those interested in becoming a delegate.

When: Saturday, December 2, 2023

8:30am - 5pm

Where: Hilton Seattle Airport & Conference Center

17620 International Blvd. Seattle

Please contact your organizer for more information.

It's Time to VOTE for Healthcare Champions!

Electing the right local leaders who will stand with us in our toughest fights means we can raise standards for workers, improve care for our patients and help build healthy communities. We decide whether we have leaders who will stand with us on our picket lines, or listen to bosses who only care about their bottom lines.

By building political power and exercising our right to vote, we've won groundbreaking wage increases, advanced safe staffing efforts, safety protections for cleaning workers, and much-needed behavioral health funding. We can't stop making improvements and we won't stop demanding what we need to provide the best care possible.

Join together with other members from across our union to VOTE so we can continue to build the power we need to keep moving forward!

Scan the QR code to access our voters' guide.

Get your ballot in the mail or a dropbox by 8pm on November 7.



Decline to sign! Say no to self-interested billionaires

Wealthy extremist donors are bankrolling efforts to reverse the progress we've made across Washington state. They are paying signature gatherers to collect signatures for things like "lower gas prices" or "supporting law enforcement", but this is misleading. In reality, these signatures serve wealthy donors who want to lower their own taxes and reignite culture wars that serve their self-interest by keeping working people divided.

We won't be divided, and we won't go back.

If you see a person gathering signatures, simply *DECLINE* to sign.