

MultiCare says “We aren’t focused on the cost of living”



Every time we pay our mortgage or rent, we’re focused on how much it costs. Every time we buy groceries, we’re focused on how much they cost. Every time we pay our bills, we’re very focused on how much they cost.

MultiCare informed our co-workers on the bargaining team this week that they are not focused on what it costs to live in Eastern Washington. They’re not interested in how much our bills cost. But who pays MultiCare’s bills? It’s our work that provides care for the patients that come through their doors. It’s our work that keeps their doors open.

We invest our time and work. MultiCare needs to invest in us.



“It’s a tough pill to swallow when management says, ‘The cost of living isn’t being considered for wages.’ Yet things like my home and auto insurance costs just went up, our groceries and utilities are going up, and even our own company-offered health benefits are all going up due to cost of living. Seems to me that if all these things are going up due to the cost of living, so should our wages!” - **Charity Turpen, Respiratory Therapist, Valley Hospital**



“Really disappointing to have management justify the low wages our CNAs make by saying they only perform delegated tasks. In reality, our CNAs are the backbone of our units and function as our equals on the patient care team. Without the CNAs, patient safety is in jeopardy and as nurses we can’t do our jobs. Shame on MultiCare management for devaluing the labor of our service and tech workers. Every member at every level deserves a living wage.” - **Kathleen Kelley, RN, Valley Hospital Medical**



“While management said the cost of living is not a factor in our wage proposals, we’re all affected by the cost of living. They get paid to come every week and continue to make offers that do not even make us market comparable, let alone market competitive. Your bargaining team is using PTO and rearranging our schedules and taking time away from our families to go back and forth with management who claims to be going with ‘status quo.’ Status quo, hell no.” - **Callie Allen, RN, Mother Baby Unit**



“Management is out of touch: the salaries of our leaders exempt them from experiencing the financial burden of wages that don’t meet the cost of living. Last bargaining session they told us they don’t consider the dramatic cost of living increases we have all been experiencing when they offer their wage proposals. They expect our wages to remain low enough to get them out of debt, yet we don’t hear them proposing to cut the wages of the decision-makers who got MultiCare into debt in the first place. Why should we be on the hook for millionaires’ poor financial leadership?!” - **Christopher Vertefeuille, CNA Pulse Cardiac Interim Care Deaconess Hospital**



“I have been with MultiCare Valley Hospital for 16 years. I have become more active in our union and joined the bargaining team because things are not going great when it comes to wages, health insurance, and staffing. Management is not listening to their employees’ voices when we say we deserve to be treated with respect and dignity. We are hardworking people and we want to have care for our patients and our community at Valley Hospital. Stop saying you lost 3 million dollars in revenue to the bargaining team while you open new clinics, buy new property in Spokane, and increase our health insurance premiums so you can pay for it. It is insulting to your employees!” - **Gena Meyer, Food Production Worker, Valley Hospital**



“We all know that nursing assistants are undervalued, underpaid and underappreciated. In our last bargaining session management said a nursing assistant’s scope doesn’t have enough economic value to deserve float pay. That a CNA is a delegated position meaning we only do tasks delegated by an RN. This kind of systemic devaluation of nursing assistants is not ok and is the main reason MultiCare is unable to retain us. It’s time for all of us to come together to fix this continuing issue.” - **Shawn Crawford, CNA Float Pool, Deaconess Hospital**

Continued on next page 

| Proposal | Management | Union |
|-----------------------------------|---|--|
| Wages - RN | Year One: 3% Year Two: 2.25% Year Three: 2.00% | Year One: 6.5% Year Two: 5.75% Year Three: 5.75% |
| Wages - Tech | Year One: 3.5% Year Two: 2% Year Three: 1.5% | Year One: 18% Year Two: 6% Year Three: 6% |
| Wages - Service: | Year One: 2.5% Year Two: 2.25% Year Three: 2% | Year One: 17.5% Year Two: 5.75% Year Three: 5.75% |
| Healthcare | <ul style="list-style-type: none"> No changes to premium cost share Eliminate Hometown Discount | <ul style="list-style-type: none"> Lower percentage of the cost of a healthcare plan each employee is expected to pay Protect the Hometown Discount |
| Premiums and Differentials | <ul style="list-style-type: none"> Minimum changes to premiums and differentials for RNs Few changes to premiums and differentials for service and tech | <ul style="list-style-type: none"> Lift all premiums and differentials to amount paid to Sacred Heart RNs Create premium for NACs who float Create premium for members who float between Valley and Deaconess |
| Mandatory Low Census | <ul style="list-style-type: none"> No change to 132 hour annual cap | <ul style="list-style-type: none"> Reduce annual low census cap to 100 hours |
| Minimum call back | <ul style="list-style-type: none"> Stay with minimum two hours of pay when called into work | <ul style="list-style-type: none"> Increase minimum call back to 3 hours |
| Rest between shifts | <ul style="list-style-type: none"> No significant changes | <ul style="list-style-type: none"> Fixed 12 hour rest between shifts for 8 and 10 hour employees; Fixed 11 hour rest between shifts for 12 hour employees; additional pay if employees are called back for more than 3 hours |

Kaiser Permanente members stand together and win!

When we fight, we win! Over 3,000 members of SEIU Healthcare 1199NW employed by Kaiser Permanente have been struggling with poor wages, inadequate staffing, and an out of touch management team. (Sound familiar?) Kaiser Permanente members voted to approve and planned a weeklong unfair labor practice strike and by remaining unified, settled a historic agreement just prior to going on strike.

Our focus in bargaining was to recruit and retain staff through contract commitments in racial justice, market wages and staffing improvements

In order to compete locally with other healthcare facilities, we needed to secure a local market adjustment over and above the across-the-board wage increases. These adjustments are based on how far behind each job class is.

New minimum wage – \$21 on 6/1/2024, \$22 on 6/1/2025, \$23 on 6/1/2026. The entire wage scales move up at every step if the base step is below these minimums.

10/1/24 5%
Across the Board Wage Increase

10/1/25 5%
10/1/26 5%

10/1/23 6%
Across the Board Wage Increase

| | National ATB 10/1/23 | Local Market adjustment proposal 11/1/23 | Total at ratification | June min wage | By June % change | 10/1/24 +5% National ATB | By the end of contract |
|-------------------------------------|----------------------|--|-----------------------|---------------|------------------|--------------------------|------------------------|
| PT/OT | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| SWEA (all job classes) | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| RN (all job classes) | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| ARNP (all job classes) | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| EVS | 6% | 6% | 12% | 8% | 20% | 25% | 35% |
| Diet Assistant | 6% | 6% | 12% | 2% | 14% | 19% | 29% |
| HUC | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| CS Tech II | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Nursing Assistant | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| MMT | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Emergency Tech | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| CS Tech I | 6% | 9% | 15% | 5% | 20% | 25% | 35% |
| Patient Care Tech | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Nurse Tech | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Logistics Coord | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| Radiology Assistant | 6% | 6% | 12% | 3% | 15% | 20% | 30% |
| Warehouse Worker | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| Support Agent, Social Services Asst | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| LPN | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| MA (all job classes) | 6% | 6% | 12% | 0 | 12% | 17% | 27% |
| Surgical Tech | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Anesthesia Tech | 6% | 9% | 15% | 0 | 15% | 20% | 30% |
| Ortho Tech | 6% | 13% | 19% | 0 | 19% | 24% | 34% |
| Endo Tech | 6% | 6% | 12% | 0 | 12% | 17% | 27% |