

Management isn't moving forward, but we are

Our coworkers on the bargaining team have been putting in the hours. We have proposals on the table that will improve wages, increase premiums and differentials, protect our Hometown Discount and promote safe staffing. We come to the table prepared to make improvements to our contract and our lives.

We can't be sure what the game plan is on management's side, but our last session wasn't nearly as productive as we had hoped. Our bargaining team waited much of the day for management to arrive, only to have them leave abruptly before presenting all of their proposals.

Regardless, we are moving forward with our action plan, including community outreach and actions in and outside our hospitals. **Please contact an organizer or bargaining team member to learn more.**



“MultiCare doesn't appear to want to come to an agreement. Management delays to try and make us feel powerless. I've been through this before. When they do this, we respond by taking action and we win.” – **Megan Houdashelt, RN, Valley Hospital Medical**

“They expect their hospitals to function normally with a skeleton crew and don't seem worried about staff retention or recruitment.” – **Jamie Orchard-Pomeroy, Surgical Technologist, Deaconess Hospital**



“They are talking to us without listening to us, they don't seem interested and are close minded.” – **Sandra Lastinger, Lab Assistant/Phlebotomist, Valley Hospital**




“MultiCare is not respectful of our time or the bargaining process. The bargaining team has put in many hours of their own time in pursuit of a great contract for all employees. Management repeatedly arrives late to the bargaining table and have “caucused” or left the meetings on two separate occasions, withholding their counter proposals including their most recent wage proposal. They do not want to hear any discussions on their proposals and how they might affect safe staffing, recruitment and retention. It is very disappointing that we have been bargaining for four months and management is putting minimal effort into bargaining a contract that is good for all of our coworkers, our patients and in turn, our community.” – **Susan McCarty, Perinatal Ultrasound Tech-MFM, Deaconess Hospital**



“The nursing home I started my career at 14 years ago is starting their brand-new CNAs out at more than I currently make at MultiCare. It's no surprise we cannot recruit CNAs to keep up with the people leaving the hospital” – **Synthia Nebergall, Float Pool CNA, Deaconess Hospital**

Continued on next page 

Brief summary of some of our bargaining proposals:

Proposal	Management	Union
Wages - RN	<p>November 9 proposal</p> <p>Year One: 3%</p> <p>Year Two: 2.25%</p> <p>Year Three: 2.00%</p> <p>December 13 proposal:</p> 	<p>Year One: 6.25%</p> <p>Year Two: 5.75%</p> <p>Year Three: 5.75%</p>
Wages - Tech	<p>November 9 proposal:</p> <p>Year One: 3.5%</p> <p>Year Two: 2%</p> <p>Year Three: 1.5%</p> <p>December 13 proposal:</p> 	<p>Year One: 17.0%</p> <p>Year Two: 5.75%</p> <p>Year Three: 5.75%</p> <p>Reclassify Pharmacy Tech 1 and 2 position. Give Pharmacy Techs who are mixing chemo, doing medication reconciliation, IV cleans, etc.. an additional 10% pay increase</p>
Wages – Service	<p>November 9 proposal:</p> <p>Year One: 3.5%</p> <p>Year Two: 2%</p> <p>Year Three: 1.5%</p> <p>Additional 4% for ER Techs</p> <p>December 13 proposal:</p> 	<p>Year One: 17.0%</p> <p>Year Two: 5.75%</p> <p>Year Three: 5.75%</p> <p>Additional 7.5% for ER Techs</p>
Healthcare	<p>No changes to premium cost share</p> <p>Eliminate Hometown Discount</p>	<p>Lower percentage of the overall cost of each healthcare plan each employee is expected to pay</p> <p>Protect the Hometown Discount</p>
Mandatory low census	<p>No change to 132-hour annual cap</p>	<p>Reduce annual low census cap to 100 hours</p>
Minimum call back	<p>Stay with minimum two hours of pay when called into work</p>	<p>Increase minimum call back to 3 hours</p>
Rest between shifts	<p>No significant changes</p>	<p>Set 12-hour rest between shifts for 8 and 10 hour employees; fix 11 hour rest between shifts for 12-hour employees; pay at time-and-a half for the entire second shift if employees are called back for more than 4 hours</p>

Next bargaining dates:

December 20

January 24

January 29