

# PICKET

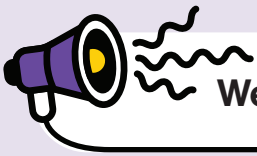
December 6, 2023

MultiCare Yakima Memorial Hospital

## WE STOOD TOGETHER AND PICKETED FOR A FAIR CONTRACT!



We lined up on Tieton Drive alongside our community last month for our informational picket and made our voices heard! Together we showed MultiCare we demand a fair contract and nothing less! We will continue to stand up for the Yakima Valley, for our patients and for ourselves.



We are stronger together! Join our union:



"I picketed for safety, for my patients, community standards wages and affordable healthcare."

- Tanya Brown, UCA Day Surgery



"We are standing together for safe staffing."

- Kate Rossman, RN Day Surgery and Jen Jansen, RN Day Surgery



"I want to be treated fairly. I love my job and I want to be paid enough so that I don't have to pick up additional shifts or work overtime just to survive. MultiCare administration needs to walk a day in our shoes to see what it's like to be a caregiver at Memorial. Instead, they get to go home and sleep well. Meanwhile, we are worrying about our patients. This is why MultiCare needs to come to the table and settle a fair contract."

- Stefani Sears, UCA 5th floor



### Join our Facebook group for daily updates and communication!

"This is not just about pay. It's about our patients. We want to be able to provide proper care for our patients. But management is making it hard to do that. We are short staffed and will continue to be short staffed if we don't improve our benefits. We can't accept these takeaways. I always thought hospitals were about serving our community. When did it become all about money? It's time for MultiCare to show us that they care!"

- Brin Gurney, RN 2EW



# What's at stake?

We're standing united for improvements that move us forward, not backward.

Key Issue	Management's Proposal	Our Proposal
Membership	<b>NO</b> Management does not want us to have a strong union at Memorial	Strengthen our union by ensuring all new hires will become members or pay their fair share
New employee orientation	<b>NO</b>	Improve access to new employee orientation so we can welcome all new hires into our union
Double time	14 hours = only 2 hours	NO
Double time on Call Back	End x2 pay upon Work Day	NO
Rest between shifts	8hr shift = 12hrs RBS 10hr shift = 10hrs RBS 12hr shift = 8hrs RBS	NO Keep as is
Hire in rate	YES	1-1 credit for all Service unit
Credit for experience	They agree in concept	They agree in concept. Any employee can request an audit of their experience to make sure they are on the right step.
Shift differential	You only get shift differential if the majority of your hours are on evenings or nights	NO
Stand by	<b>NO</b>	Increase to \$5 and \$7.50 for holidays
Stand by	Only receive stand by pay when you are on stand by	NO
Floating	They agree in concept	Float pay for all nurses who float out of their home unit  Nurses with 20+ years of service are not required to float
Trainer differential for service workers	<b>NO</b>	Similar to preceptor in non clinical roles
EXA and BNP	With Work Day this will end	NO

PTO	Management's Proposal	Our Proposal																														
	<p>Combine vacation and holidays to create a new PTO.</p> <p>With consolidating holiday and vacation the excess amount will be cashed out.</p> <p>Reduce max accrual hours.</p> <p>Eliminate Juneteenth</p> <p><b>Management's PTO Ttable:</b></p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Accrual / Hour Paid</th> <th>Max Accrual</th> </tr> </thead> <tbody> <tr> <td>0-3</td> <td>0.0731</td> <td>232</td> </tr> <tr> <td>4-8</td> <td>0.0924</td> <td>312</td> </tr> <tr> <td>9-19</td> <td>0.1116</td> <td>392</td> </tr> <tr> <td>20+</td> <td>0.1231</td> <td>406</td> </tr> </tbody> </table>	Years of Service	Accrual / Hour Paid	Max Accrual	0-3	0.0731	232	4-8	0.0924	312	9-19	0.1116	392	20+	0.1231	406	<p>Agree to combining vacation and holidays into PTO</p> <p>With consolidating holiday and vacation the excess amount to be cashed out.</p> <p>Keep current accruals Keep all holidays More cash out options</p> <p><b>Union's PTO Table:</b></p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Accrual / Hour Paid</th> <th>Max Accrual</th> </tr> </thead> <tbody> <tr> <td>0-3</td> <td>0.0731</td> <td>304</td> </tr> <tr> <td>4-8</td> <td>0.09615</td> <td>400</td> </tr> <tr> <td>9-19</td> <td>0.12307</td> <td>512</td> </tr> <tr> <td>20+</td> <td>0.13461</td> <td>560</td> </tr> </tbody> </table>	Years of Service	Accrual / Hour Paid	Max Accrual	0-3	0.0731	304	4-8	0.09615	400	9-19	0.12307	512	20+	0.13461	560
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<b>Sick Leave</b>	<b>NO</b> Protected sick leave 52hrs. Contractual sick 524. Max of 560	Have a conversion rate to PTO. Protected Sick leave 52hrs. Contractual sick hours 668. Keep our current 720hrs
<b>Health insurance</b>	<b>NO</b>	The ability to negotiate over and changes to the medical plan Reinstate the 10% discount
<b>Education</b>	They agree in concept	Join our Multi-Employer Training Fund
<b>Cert pay</b>	<b>NO</b>	Up to 3 certs/degrees
<b>Workplace safety/injury</b>	<b>NO</b>	If you are injured at work Memorial will provide paid time off separate from vacation or sick time
<b>SANE certified and premium</b>	<b>NO</b>	Important for ER Nurses to provide the best care \$300 premium
<b>Lactation space</b>	<b>NO</b>	A clean and private space for new parents to pump
<b>Early learning center</b>	<b>NO</b>	Ensure we keep it affordable for everyone
<b>Phlebotomy past practice of license renewal</b>	<b>NO</b>	Maintain past practice in the Phlebotomy department
<b>Referral Bonus</b>	<b>NO</b>	Employees are the best
<b>Permanent incentive program for all service workers</b>	<b>NO</b>	Similar to RNs
<b>Retro pay</b>	<b>NO</b>	Retroactive pay for all
<b>Job class movements on pay grades:</b>  NAC to paygrade 11 UCA to pay grade 12 ED Tech to pay grade 12  Float Pool NACs/ Lift Team to pay grade 12	Agreed to these job classifications.  Aligned Aligned Aligned  Aligned	Move job classification to higher pay grade.  TA TA TA  TA
Phlebotomist to pay grade 12 OB Techs to pay grade 16 Positions to add to the wage scale at current grade: Nurse Tech 2 Pay grade 15 NAC Training Pay grade 7 Phlebotomy Trainees Pay grade 7 Unit Secretary/NAC/Monitor Tech - create new job title Critical Care Tech, pay grade 13	Aligned  Aligned  Aligned  Aligned	TA  TA  TA  TA  Pay grade 13

<b>Wages - RN</b>	5%-21% new scale for 2023 5% for 2024 4% for 2025	In concept agree with new scale. 8% for 2024 8% for 2025
<b>Wages - Service</b>	Approximate 20% for year 2023 7% for year 2024 7% for year 2025	No agreement for 2023 7% for year 2024 - TA 7% for year 2025 - TA

**★ We won't accept management's proposed takeaways**

<b>Current Union Contract</b>	<b>Management's Takeaways</b>
RBS language - time and half premium for your whole shift if you don't receive 9.5 hours of rest	Rest period lengths are different depending on your shift length  Only receive time and a half until "rest is achieved"
Holidays - 10 holidays if you have worked with memorial more than 5 years, 9 holidays if you are less than 5 years of service	Holidays - removing Presidents Day, Member Birthday, Juneteenth, floating holiday for 5 years or more service
Holiday - no cap on max accruals, can accrue as much as you want  Vacation - 400 max accrual cap.	Holiday would no longer have its own bank, therefore eliminating holiday bank and moving to PTO bank that holds Vacation/Holiday "equivalent" Max accrual of 406 for both.

We know that when we stand together, we can fight back against these cuts. At bargaining last week, management brought a proposal with minimal movement on our key issues. MultiCare believes they can buy us off so that we agree to all of the takeaways on the table. **They don't understand that we have fought for nearly 40 years for the standards we have in our contract and we are not willing to just give them away.** It's clear that we need to continue to take action in order to move management. Be sure to talk to your bargaining team member about our action plan.

**NEXT BARGAINING DATE:  
DECEMBER 14, 2023**

**Join our Facebook group for daily updates and communication!**

