



A Legacy of Unity, Strength, and Workplace Standards at Deaconess Hospital and Valley Hospital

Investing in our strength as a union is the only way to continue to take on multi-million-dollar corporations like MultiCare and the healthcare executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

Since we've formed our union, Deaconess and Valley Hospitals have been owned by three healthcare corporations. The amount of change in the last twenty years is rare and yet, we've been able to win gains in staffing, wages, and working conditions every time we've gone to the bargaining table. That's because we have been stronger and more prepared to take unified action to win what our patients deserve. This culminated in our biggest action in 2013 when we had a one-day strike for patient care.

Even in years we are not bargaining, whether in times of change, or working to improve standards day to day we know that taking action together can help management do the right thing!

▶▶ The union difference at Deaconess and Valley Hospitals

Through all of the changes we have faced at Deaconess and Valley we continue to raise standards in our workplaces and in our contracts:

2021 contract wage increases:

(Over 18 month period between July 2021 and December 2022; Doesn't include step increases)

- ✓ RNs: 11% between July 2021 and December 2022
- ✓ NACs, ER Techs, Housekeeper 2, Patient Transporter, Linen Tech; Food Production Worker: 9.5%
- ✓ Switchboard Operator, Diet Office Clerk, Central Service Tech 2: 9%
- ✓ Anesthesia Tech, Central Service Tech 1: 8.25%
- ✓ Monitor Tech: 8.5%
- ✓ Phlebotomist / Lab Aid: 4.25%
- ✓ Housekeeper 1, Food Service Worker: 16%
- ✓ Surg Techs; 10.5% Medical Lab Techs:
- ✓ Pharmacy Tech, Pharmacy Purchasing Assistant, EP Techs, CV / IR Techs, Rad Tech 2: 11.5%
- ✓ RT: 11%
- ✓ Cardiac Ultrasound Tech: 10%
- ✓ Rad Tech 1, CT Tech: 8%
- ✓ Echo Tech, Echo vascular Tech: 8.5%
- ✓ All other service and tech job classes: 7.75%

2023 mid-contract raises:

- ✓ RN: 12%
- ✓ MRI Tech, CT Tech: 10.4%
- ✓ LPN: 29.86%
- ✓ Housekeeper 1, Housekeeper 2, Linen Tech: 8.9%
- ✓ Diet Office Clerk: 7%
- ✓ Surg Techs: 10%

Some other contract wins:

- ✓ Low census limits
- ✓ Hometown Discount
- ✓ Limits to where RNs can float based on skills, etc.
- ✓ Established the Multi- Employer Training Fund at Deaconess and Valley
- ✓ Year-for-year experience credit for placement on the wage scale
- ✓ BSN premium for any nurse with a BSN or higher
- ✓ Trainer pay for service workers – this premium doesn't exist anywhere else!
- ✓ Advanced Skills Pay 1 and 2 for Surg Techs





“We formed our union when Empire Health Services, one of the previous owners, cut pay by 9% for every employee. We decided we wanted a say in our wages and working conditions as well as a way to be a stronger voice for quality patient care. We voted to form our union with SEIU Healthcare 1199 NW so that we can all bargain together. Nurses can't do our jobs without techs and service workers. We are all part of the patient care team!”

- Tami O'Marro, RN, Valley Hospital

“We won training pay for service workers which is a standard we are setting for healthcare workers across the state. This was so important MultiCare tried to fight us when we started to use it. We took action and won! We finally gained the ability for our service members to get and earn training pay. Without our union we wouldn't have earned the respect and recognition from management that service workers should be paid for training our coworkers.”

- Shawn Crawford, Float Pool CNA, Deaconess



“MultiCare has grown into a statewide, wealthy corporation. As a result, decisions impacting care are being made many miles away from our patients. It also takes more to win what we need for our patients and families in our union contracts. We need to be prepared to take stronger actions and take steps to make sure we have the resources to win.”

- Kari Laywell, RN, Valley Hospital OR

“The Hometown Discount saved me nearly \$7,000! This discount protects us from the gap in our health insurance coverage for major medical procedures done at local MultiCare systems. It protects us from the potential of medical bankruptcy, especially for those of us who are still living paycheck to paycheck. MultiCare wants to take the Hometown Discount away from us in this contract, but our union is fighting hard to keep this discount to protect us and our families and keep money in our pockets!”

- Kelly Conrad, PBX Operator, Deaconess Hospital



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