



A Legacy of Unity, Strength, and Workplace Standards at Good Samaritan 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.



"Before having a union, we received a wage increase every 5 years. Management would call us into the office and tell us what our raise was going to be, and we were told not to discuss it with anyone. Premiums like consecutive weekend pay, weekend premium and preceptor pay did not exist. The wages were poor and coworkers who had been at Good Sam for years were getting laid off. We felt that it could be us next. Our jobs were not secure. It was time to unite and join 1199NW.

With a union contract, we see annual wage and step increases. Our wages and premium benefits are competitive with area hospitals. We have strong lay off language and can work with administration to avoid or minimize the impact of a layoff.

For example, years ago, our union was notified of double-digit layoffs due to a restructuring of the PTCAs. Through our persistence and advocacy, we avoided a layoff and instead created a whole new job class we now know as the transporters." – **Grace Land, Sterile Processing**

Our story of union strength

Every time we have gone to the bargaining table, we have been stronger and more prepared to take unified action to win what our patients deserve. This culminated in our biggest action last year, when we were prepared to strike if we needed to.

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 Good Sam

Through all of the challenges we have faced at Good Sam, we continue to raise standards in our workplaces and in our contracts:

We fight for wages and benefits that support our families and communities because we are united and now stand together with MultiCare healthcare workers across the state.

We've won:

- ✓ Big wage increases in 2023 with 5% and a new 18-step wage scale
- ✓ Protections of our medical premiums from increasing for 9 years and protected the PPO plan
- ✓ Additional premium for those of us who do not enroll in the MHS healthcare benefits
- ✓ Per-diem employees receive rest between shift pay
- ✓ Disciplines are eliminated after one year
- ✓ Paid administrative leave for investigations
- ✓ In 2018 when the OR was shut down, paychecks were kept whole
- ✓ We took action and won additional FTEs in Nutrition Services after multiple restructures that had reduced FTEs
- ✓ EVS is not required to work every other weekend
- ✓ Multi-Employer Training Fund for all our members at Good Sam
- ✓ A labor management committee where we can resolve issues in our workplace
- ✓ A commitment to making Good Sam a place where we all feel we belong

“We won language for our Service LMC in our last contract. We did a workshop along with management and have come to an agreement to work collaboratively. We have already tackled several issues and come to resolutions that we can all call a WIN!” **Carleen Moon, Cook**



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