

# We're Showing Up United and Energized to Bargain, Even if Management Isn't

Just a few weeks ago MultiCare was in the news, facing a false claims act complaint alleging patient endangerment and fraudulent billing. We know that MultiCare's focus has been on expansion and profits. They've been buying up hospitals and building clinics and other services at a rapid rate instead of investing in the facilities and staff at institutions they already own. We see the results of these decisions every day, including low wages, large gaps in staffing in many departments, and problems with the upkeep of the hospitals themselves. Unfortunately, MultiCare still hasn't broken this trend, announcing plans to acquire Astria Ambulatory Surgical Center in Yakima in early January while offering wage proposals in MYMH that fall far short of what is needed to promote recruitment and retention.

Here we are over a year later and we are still standing for those who stood before us to get the great benefits that are now on the chopping block. We cannot let these long-time earned benefits be slashed in our new contract! We have been back and forth for over a year, bargaining against ourselves, pulling long nights, and all on unpaid time! We did not go through all of those months of frustration to give in to MYMH's takeaways. We need to stand stronger than ever to show that we are united no matter what they do.



**HEALTH**

## MultiCare's Deaconess Hospital accused of endangering patients, fraudulent billing, according to complaint

The complaint also accuses MultiCare of falsely and fraudulently billing Medicare Medicaid, and other federal health care programs.



“Matt, you sent out the email to staff with examples of the pay loss over the last year. This shows me you are doing the math. Yet when you come to the bargaining table you offer minimal ratification bonuses in lieu or full retro that are not reflective of that loss. How does this keep us whole?”

**Amber Cox, L&D RN**

## 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 = 11hrs RBS 10hr shift = 10hrs RBS 12hr shift = 10hrs RBS Callback- May be required to flex schedule to minimize time and one half pay	NO Keep as is																														
Hire in rate	<b>YES</b>	1-1 credit for all Service unit																														
Credit for experience	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																														
Standby	<b>NO</b>	Increase to \$5 and \$7.50 for holidays																														
Standby	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	Aligned	Similar to preceptor in non clinical roles																														
EXA and BNP	With Work Day this will end	NO																														
PTO	Combine vacation and holidays to create a new PTO  With consolidating holiday and vacation the excess amount will be rolled into the PTO bank and one time only opportunity to cash out up to 80 hours, meaning if you are at the cap you will not be accruing until you are below max  Eliminating our current yearly cashout option  Reduce max accrual hours  Eliminate President's Day, Juneteenth, birthday anniversary, Floating holiday  <b>Management's PTO Table:</b> <table border="1" data-bbox="462 1486 933 1711"> <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	Agree to combining vacation and holidays into PTO  With consolidating holiday and vacation the excess amount to be cashed out  Keep current accruals Keep all holidays More cash out options  <b>Union's PTO Table:</b> <table border="1" data-bbox="1040 1297 1511 1522"> <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
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																														
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																														
Sick Leave	<b>NO</b> Protected sick leave 52hrs Contractual sick hours 524 Max of 560	Have a conversion rate to PTO Protected sick leave 52hrs Contractual sick hours 668 Keep our current 720hrs																														
Health insurance	<b>NO</b>	The ability to negotiate over and changes to the medical plan Reinstate the 10% discount																														

Education	They agree in concept	Join our Multi-Employer Training Fund
Cert pay	<b>NO</b>	Up to 3 certs/degrees
Workplace safety/injury	<b>NO</b>	If you are injured at work Memorial will provide paid time off separate from vacation or sick time
SANE certified and premium	<b>NO</b>	Important for ER Nurses to provide the best care \$300 premium
Lactation space	<b>NO</b>	A clean and private space for new parents to pump
Early learning center	<b>NO</b>	Ensure we keep it affordable for everyone
Phlebotomy past practice of license renewal	<b>NO</b>	Maintain past practice in the Phlebotomy department
Referral Bonus	<b>NO</b>	Employees are the best at recruiting and should be incentivized
Permanent incentive program for all service workers	<b>NO</b>	Similar to RNs, the incentive program should be for all job classes
Retro pay	NO RETRO \$5000 ratification bonus only based on hours worked	Retroactive pay for all
Job class movements on pay grades	Agreed to these job classifications.	Move job classification to higher pay grade
NAC paygrade 9 to paygrade 11	Aligned	TA
UCA paygrade 11 to pay grade 12	Aligned	TA
ED Tech paygrade 11 to pay grade 12	Aligned	TA
Float Pool NACs/ Lift Team paygrade 11 to pay grade 12	Aligned	TA
Phlebotomist paygrade 10 to pay grade 12	Aligned	TA
Surgery Aid/Transport paygrade 9 to paygrade 11	Aligned	TA
OB Techs paygrade 15 to pay grade 16	Aligned	TA
Positions to add to the wage scale at current grade:		TA
Nurse Tech 2	Aligned	TA
Pay grade 15		TA
NAC Training	Aligned	TA
Pay grade 7		TA
Phlebotomy Trainees	Aligned	TA
Pay grade 7		TA
Unit Secretary/NAC/Monitor Tech – create new job title	Aligned	TA
Critical Care Tech	Aligned	Pay grade 13

Wages - RN	5%-21% new scale for 2023 5% for 2024 4% for 2025	In concept agree with new scale. 8% for 2024 8% for 2025
Wages - Service	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!

Current Union Contract	Management's Takeaways
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 met on January 26 in hopes of getting to an agreement, and we were willing to stay late if progress was there. Unfortunately, management came short after your bargaining team spent 9 hours straight working through a counter article by article in hopes to move us to a fair contract. MYMH does not understand that we have fought 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:

March 4 and 8 in person

We are asking MYMH to meet with our bargaining team in February without the mediator! The mediator is not available until March, but she did encourage us to meet outside of mediation sooner. Please let your MYMH leaders know we would like to meet sooner than March!

Join our Facebook group for daily updates and communication!



"Stay in the loop! Join our facebook group and talk to your bargaining team directly."

**Trish Bowman, 3EW RN**

