

MultiCare: Invest in our community! Invest in us!

Just after we completed our eleventh bargaining session, 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 Spokane that fall far short of what is needed to promote recruitment and retention.



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.



"If they can afford to buy property, they can afford to give us the raises we all deserve. We're the ones doing the work and making them money!"

- **Diane Gross, Health Unit Coordinator, Deaconess Hospital**

"It's disappointing that after eleven meetings, management refuses to come to the table with a reasonable and fair wage proposal. When will they stop wasting our time?"

- **Kegan Orpin, Cardiovascular Tech/Interventional Rad Tech, Deaconess Hospital**



"Providence agreed to 12% for the nurses at Sacred Heart after only four bargaining sessions. Providence settled a new contract months ahead of contract expiration with Holy Family. Why can't MultiCare figure it out?"

- **Callie Allen, RN, Valley Hospital Mother Baby**

"It's frustrating to continue to come to the table providing wage scales for local and surrounding facilities to still see movement that doesn't make us competitive. MultiCare wants us to be number one, but apparently, they want to pay us like runner ups."

- **Charity Turpen, Respiratory Therapist, Valley Hospital**



"I believe in taking care of patients the way I would want someone to care for my family. MultiCare's actions create the appearance of prioritizing profit and expansion over patient care and safety. MultiCare needs to prioritize the care of their patients and treat them how they would want their families treated. Therefore, MultiCare needs to create wage proposals that retain our wonderful staff and recruit new qualified staff. Our community needs to know what MultiCare's priorities are."

- **Kathleen Kelly, RN, Valley Hospital Medical Oncology**

Glossary of terms:

Bargaining unit: A group of workers represented by one collective bargaining agreement (CBA), also known as a union contract. We have five union contracts between Deaconess and Valley, including Valley RNs, Deaconess and Valley Techs, and Deaconess and Valley Service.

Across the Board: Across the Board increases are wage increases applied to every job class in a bargaining unit.

Market adjustments: Market adjustments are wage increases that help bring certain job classes up to what local competitors are paying for the same type of work. Market adjustments are added to the across the board increase provided to the rest of the bargaining unit.

Proposal	Management	Union
Wages : RN	<p>Year 1: 3.5% Across the Board (ATB) Year 2: 2.25% Across the Board (ATB) Year 3: 2.25% Across the Board (ATB)</p> <p>No change from last proposal.</p> <p>MultiCare rejects our proposal for an additional wage step.</p>	<p>Year 1: 6.25% Across the Board (ATB) Year 2: 5.75% Across the Board (ATB) Year 3: 5% Across the Board (ATB)</p> <p>Plus one new additional wage step.</p>
Wages : Tech	<p>Year 1: 5% Across the Board (ATB)</p> <p>Market adjustments RT: 1% market adjustment + 5% across the board = 6% total for RTs Pharmacy: 1% market adjustment + 5% across the board = 6% total for Pharmacy Techs</p> <p>Year 2: 2% Across the Board (ATB) Year 3: 2% Across the Board (ATB)</p> <p>Management rejects our proposal for additional wage steps.</p>	<p>Year 1: 6.25% Across the board (ATB)</p> <p>Market adjustments ALL TECH JOB CLASSES : 10.75% + 6.25% across the board = 17% total for all tech job classes</p> <p>Year 2: 5.75% Across the Board (ATB) Year 3: 5% Across the Board (ATB)</p> <p>Plus two new wage steps for all tech job classes.</p>
Wages : Service	<p>Year 1: 5.25% Across the Board (ATB)</p> <p>Market adjustments NAC : 1% + 5.25% across the board= 6.25% total for NACs ER Techs : 4% +5.25% across the board= 9.25% total across the board for ER Techs Lab Assistant/Phlebotomist : 1% + 5.25% across the board= 6.25% total for Lab Ass / Phlebotomist HUC : 1% + 5.25% across the board= 6.25% total for HUCs Registrar : 1% +5.25% across the board= 6.25% total for Registrars</p> <p>Year 2: 2% Across the Board (ATB) Year 3: 2% Across the Board (ATB)</p> <p>Proposal for food service workers, switchboard operators, medical receptionist MFM, patient transporters, and mental health associates would offer different wage increases at each wage step across each wage scale. These wage increases would range from 4.9% for some workers to 11.3% for others. Management's proposal is very general and doesn't describe the amount of money each job class would make at each step. However, from the outline MultiCare has offered, it is clear that this proposal would offer little relief for many lower wage workers.</p> <p>Management rejects our proposal for additional wage steps.</p>	<p>Year 1: 6.25% Across the Board (ATB)</p> <p>Market adjustments ALL SERVICE JOB CLASSES: 10.75% + 6.25% across the board = 17% total for all service job classes</p> <p>Year 2: 5.75% Across the Board (ATB) Year 3: 5.75% Across the Board (ATB)</p> <p>Plus two new wage steps for all service job classes.</p>
Staffing	Remove existing RN staffing committee language and replace it with a promise to follow state law.	Integrate changes to state staffing laws into contract for clarity.

Our Community Campaign is in full swing!



Our efforts to educate our community about MultiCare's focus on profits over patients is expanding. Our mobile billboard is up and running, we have signs and magnets everywhere, and ads have been placed in the Spokesman Review and social media.

Join our Facebook page!



Deaconess



Valley

Next bargaining dates:

February
21

February
28

March
1