

Our Community Deserves Better

We've done everything we can to reach an agreement with MultiCare. Unfortunately, our out of touch upper management refuses to recognize the importance of this moment. Instead of offering proposals on staffing, healthcare and wages that will recruit and retain staff, they're proposing take aways that will make our healthcare more expensive and give us fewer sick days to care for ourselves and our families.

Over the next few days, we will vote to authorize a strike. If a strike is authorized, we will do everything we can to come to an agreement before issuing a strike notice. In the next few weeks, MultiCare will put out quite a few misleading statements intended to confuse and scare you about striking and what is at stake in our fight for a fair contract.



"Employers like MultiCare often try to strike fear and confusion into us. It's important for us to stay unified, stay together, and hold management accountable for any lies or half truths they spread."
-Shawn Crawford, CNA, Deaconess Float Pool

We've provided this bingo card to help everyone track false and misleading claims. To be clear, some of these claims haven't yet been made by MultiCare, but have been made by other employers in the lead up to a strike. Some of these claims might seem a little out there, but in the 40 year history of our union, employers have communicated ALL of the claims below. **Yes, really.**

B	I	N	G	O
OUR PROPOSALS MAKE US MARKET COMPETITIVE	WE'RE SOOOOO BROKE	YOU CAN BE FIRED FOR STRIKING	"THE UNION" WILL FINE YOU FOR CROSSING THE PICKET LINE	"THE UNION" WILL GET YOU FIRED FOR CROSSING THE PICKET LINE
ANYTIME MANAGEMENT REFERENCES "THE SEIU"	GOING ON STRIKE IS PATIENT ABANDONMENT	YOU CAN'T GO ON STRIKE IF YOU'RE ON PROBATION	STRIKES DON'T WORK/AREN'T EFFECTIVE	YOU SHOULD DROP YOUR DUES!
IF YOU DON'T STRIKE, "THE UNION" MIGHT TRY TO HURT YOU OR DAMAGE YOUR VEHICLE	YOU'LL NEVER MAKE BACK THE MONEY YOU'LL LOSE DURING THIS STRIKE	PIZZA PARTY!	YOU DON'T HAVE TO STRIKE. YOU'LL GET THE SAME BENEFITS WHETHER YOU STRIKE OR NOT	YOU HAVE TO TRAIN YOUR REPLACEMENTS
WE NEED YOU TO SIGN A STATEMENT SAYING YOU ARE STRIKING	YOU CAN'T AFFORD TO STRIKE	STRIKING ONLY HURTS PATIENTS	"THE UNION" IS DRAGGING ITS FEET	WE'RE TRYING TO GET THIS DONE QUICKLY
THE UNION" IS BARGAINING PROPOSALS THAT DON'T MATTER TO ANYONE	WHY WON'T "THE UNION" PAY YOUR FULL WAGES IF YOU ARE NOT AT WORK?	WE WILL HAVE TO CLOSE THE DEPARTMENT AND MIGHT NOT EVER BE ABLE TO REOPEN	YOU HAVE TO HAVE A ONE ON ONE MEETING WITH YOUR MANAGER ABOUT STRIKING	WE MAY HAVE TO LOCK YOU OUT

Fact Check

- **Claim:** You can be fired for striking

Fact: We are engaging in an Unfair Labor Practice (ULP) strike. It's illegal to permanently replace anyone engaged in a ULP strike.

- **Claim:** Going on strike constitutes patient abandonment.

Fact: We have to give management a minimum ten day notice before we strike. That gives management time to identify replacement workers, reschedule surgeries, and otherwise prepare for our action.

- **Claim:** Any reference to “the Union” or “the SEIU.”

Fact: You and your co-workers are “the Union.” Your elected bargaining team representatives are the people you work with. You elected them to sit across the table and bargain with management. You voted on our proposals. You will decide whether or not we strike. We are the Union.

- **Claim:** MultiCare’s proposals are fair and “the SEIU” is being unreasonable.

Fact: The bargaining team’s wage proposals are based on a comparison of what other employers in the area are paying for similar or identical work and what it will take to help members cope with recent increases in the cost of living. MultiCare’s wage proposals haven’t met either of those standards yet.

- **Claim:** “The Union” can fine or fire you for crossing the picket line and coming into work.

Fact: Nope. No member has ever been fined by SEIU Healthcare 1199 NW for crossing a picket line. No one in “the Union” has the ability to fire or discipline a Union member.

- **Claim:** MultiCare is broke.

Fact: MultiCare closed 2023 with \$284.2 million in profit. MultiCare spent millions on expansion in 2023, purchasing new hospitals, building new clinics, and buying land for further expansion.

- **Claim:** If you have scheduled time off during the strike, you will not receive PTO or sick leave.

Fact: If you have approved leave or vacation time scheduled prior to the strike, you will receive sick leave pay or PTO.

- **Claim:** I can get fired for strike if I’m still on probation.

Fact: Under an Unfair Labor Practice strike, you are still protected from any retaliation for participating in a strike.

- **Claim:** MultiCare leaders are out of town and out of touch.

Fact: This one is true, but you probably won’t see it in an email from management.

- **Claim:** If you go on strike, you could be locked out.

Fact: Any effort to lock out members for the length of time we’ll be on strike is illegal.

- **Claim:** You should drop your dues because your money goes to politicians.

Fact: Our union is active in local, state and national politics. However, your dues can’t be given to any candidate’s campaign. The money we contribute to candidates for office comes from our Healthcare Leadership Fund, which is separate from dues and given voluntarily by members.

Union members, community allies unite during Community Breakfast

We care for our community and our community supports us. That was made clear during a February 23rd breakfast with community and religious leaders, union leaders, and elected officials. Attendees were unified in their support for workers at Deaconess and Valley Hospitals and pledged to support us in our fight for safe staffing and fair wages.



In attendance at our community breakfast were representatives of IAFF Local 29 (Spokane firefighters), Sheet Metal Workers Local 55, AFSCME Local 270 (City of Spokane workers), UFCW Local 3000 (Sacred Heart service and tech workers), Spokane Education Association, Spokane Alliance, Greater Spokane Progress, Fuse WA, SEIU Healthcare 775 (Homecare and nursing home workers), the Episcopal Diocese of Spokane, Faith in Action, Westminster United Church of Christ, Spokane City Councilmember Paul Dillon, Spokane City Councilmember Lili Navarrete, Spokane City Councilmember Kitty Klitzke, Spokane County Commissioner Amber Waldref, and Spokane County Commissioner Chris Jordan.