

MultiCare's Values Vs. Our Values

In our last few bargaining sessions, we've told management that their proposals are a reflection of their values. While we have seen some movement toward a fairer wage proposal, MultiCare is still falling short and failing to meet this important moment for our hospitals.



"They don't value us. Management gave Deaconess (non-union) RNs a 4% raise. Then management is sending Deaconess nurses to work at our hospital. All the while paying them more, offering overtime and incentive pay. These are things that we have proposed at the bargaining table that management has rejected." **-Kari Laywell, RN OR**

"With our hospital equipment and buildings breaking down or failing, MultiCare is more interested in acquiring additional properties and spending their money on future endeavors rather than fixing and maintaining their existing patient care areas. How is this taking care of our community?" **-Karla Lautenbach - Cardiovascular/Interventional Rad Tech, Valley Hospital**



"Our union isn't some nebulous organization swooping in to bargain for our hospitals. You and your coworkers are the union. When MultiCare's emails talk about how "SEIU" is insulted by management proposals, they're not talking about a third party. They're talking about you and me." **-Gregory Shulman, ER Tech, Deaconess Hospital**

Our Values	Our Proposal	MultiCare's Proposal
A living wage for all	A wage increase that gets everyone above the estimated increase in the cost of living, above the new state minimum wage, and able to thrive in our community (see details below)	Start the wage scale for several classes of service workers at near minimum wage.
Affordable benefits so we don't have to worry when we (or a family member) get sick	Maintain the Hometown Discount; Caps on insurance premiums	Take away the Hometown Discount; No caps on insurance premiums
Appropriate training to guarantee patient safety	New language that requires MultiCare to adequately train employees for new responsibilities and/or positions	They agree that they have an obligation to train members, but don't want to allow anyone to file grievances over this subject (this basically makes this change unenforceable)
We shouldn't be overworked and too tired to care for our patients	Better rules around rest between shifts, call back, and call	NO
Safe Staffing and Quality Patient Care	The new staffing law should be written into our contract	NO

Wage proposal update

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: Wage increases applied to every job class in a bargaining unit.

Market adjustments: 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.

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Bargaining Unit	Union Proposal	MultiCare's Proposal
RNs	<p>Year One: 5.75% across the board</p> <p>Year Two: 5.25% across the board</p> <p>Year Three: 5% across the board</p> <p>One new wage step added to the top of the wage scale</p>	<p>Year One: 4% across the board</p> <p>Year Two: 3% across the board</p> <p>Year Three: 3% across the board</p> <p>No to any new wage steps</p>
Tech	<p>Year One: Total increase in year one for all tech job classes: 16.5%</p> <p>Year Two: 5.25% across the board</p> <p>Year Three: 5% across the board</p> <p>Two new wage steps added to the top of the wage scale.</p>	<p>Year One: - 5.5% across the board</p> <p>- 2% market adjustment for Respiratory Care Practitioners, Pharmacy Techs, Cardiovascular IR Techs, CV Echo Techs</p> <p>- Total for Respiratory Care Practitioners, Pharmacy Techs, Cardiovascular IR Techs, CV Echo Techs: 7.5%</p> <p>Year Two: 2% across the board</p> <p>Year Three: 2% across the board</p> <p>No to any new wage steps.</p>
Service	<p>Year One:</p> <ul style="list-style-type: none"> - Total increase for the following job classes is 17%. <ul style="list-style-type: none"> Endoscopy Techs ER Techs CNAs Nursing Assistant Certified (Grandfathered PCAs) Patient Care Assistant- Float Pool ED Medical Financial Advocate Health Unit Coordinator Medical Receptionist- MFM Monitor Tech Food Production Worker Food Service Worker Dietary Utility Worker Purchasing Supply Assistant Switchboard Operator Phlebotomist / Lab Aide Diet Office Clerk Registrar Mental Health Associate - Total increase for all other service job classes for a total is 16.5%. <p>Year Two: 5.5% across the board</p> <p>Year Three: 5.5% across the board</p>	<p>Year One:</p> <ul style="list-style-type: none"> - 6% across the board - Market adjustments: <ul style="list-style-type: none"> NACs: 2% market adjustment for a total of 8% ER Tech: 6% market adjustment for a total of 12% Lab Assistant / Phlebotomist: 2% for a total of 8% Health Unit Coordinator: 1% for a total of 7% Central Service Tech 2: 2% for a total of 8% Registrar: 2% for a total of 8% Endoscopy Tech: 2% for a total of 8% Monitor Tech: 2% for a total of 8% Food Service Worker: 4.5% for a total of 10.5% Switchboard Operator: 2.3% for a total of 8.3% Mental Health Associate: 1.45% for a total of 7.45% Patient Transporter: 1% for a total of 7% <p>Year Two: 2% across the board</p> <p>Year Three: 2 % across the board</p>

Next Steps:

Action Votes March 12-16!

"The bargaining team is calling for action. Healthcare workers are fed up and have been for months. We are tired of being underpaid, undervalued, understaffed and unable to properly care for our patients." **-Robbie Healy, Diet Office Clerk, Deaconess Dietary**



Valley Hospital	Deaconess Hospital	Zoom Votes
<p>Tuesday, March 12:</p> <p>Caduceus Room/VHEC Room 35: 10:30 AM - 1:00 PM</p> <p>Caduceus Room/VHEC Room 35: 6:30 PM - 9:00 PM</p>	<p>Tuesday, March 12:</p> <p>Classroom B: 11:00 AM - 1:30 PM</p> <p>Classroom B: 6:30 PM - 9:00 PM</p>	
<p>Wednesday, March 13:</p> <p>VHEC Lobby: 11:00 AM - 1:30 PM</p> <p>Caduceus Room/VHEC: 6:00 PM - 9:30 PM</p>	<p>Wednesday, March 13:</p> <p>Classroom B 10:30 AM - 1:00 PM</p> <p>Deaconess Auditorium from 6:30 PM - 9:00 PM</p>	
<p>Thursday, March 14:</p> <p>Hollenback Room: 11:00 AM - 1:30 PM</p> <p>Hollenback Room: 6:30 PM to 9:00 PM</p>	<p>Thursday, March 14:</p> <p>Deaconess Cafeteria: 11:00 AM - 1:30 PM</p> <p>Deaconess Auditorium: 6:30 PM - 9:00 PM</p>	<p>Thursday, March 14:</p> <p>4:00 PM - 5:00 PM</p>
<p>Friday, March 15:</p> <p>VHEC Lobby: 11:00 AM - 1:30 PM</p> <p>Caduceus Room/VHEC 35: 6:00 PM - 9:30 PM</p>	<p>Friday, March 15:</p> <p>Classroom B: 11:00 AM - 1:30 PM</p> <p>Classroom B: 6:30 PM - 9:00 PM</p>	<p>Friday, March 15:</p> <p>4:00 PM - 5:00 PM</p>
<p>Saturday, March 16:</p> <p>Caduceus Room/VHEC Room 35: 11:00 AM - 1:30 PM</p> <p>Caduceus Room/VHEC Room 35: 6:30 PM - 9:00 PM</p>	<p>Saturday, March 16:</p> <p>Classroom A: 11:00 AM - 1:30 PM</p> <p>Classroom A: 6:30 PM - 9:00 PM</p>	<p>Saturday, March 16:</p> <p>4:00 PM - 5:00 PM</p>

Next Bargaining Dates: March 11, March 25, & March 27