



We voted YES to authorize an unfair labor practice strike for our patients and our families

We know what it takes to care for our patients. We need safe staffing levels. We need adequate pay to promote recruitment and retention. We need affordable healthcare.

Unfortunately, MultiCare’s proposals have missed this important moment in many ways. After bargaining for more than six months, we voted to take action. Last week, we came together and voted by an overwhelming margin to authorize an unfair labor practice strike.



“We’ve shown our unity and strength in numbers. Together, among all bargaining units, we will fight for better patient care, better benefits, and better wages. We are union strong!”

-Kegan Orpin, CV/IR Tech, Deaconess Cath Lab



“Our bargaining team stood together at the table for months, and our words continued to fall on deaf ears. This overwhelmingly large turnout supporting the strike vote will show management we will be heard.”

-Charity Turpen, Respiratory Care Practitioner, Valley Hospital



“Healthcare workers came together and stayed strong during the pandemic to carry our community through. We’ve all come together union strong to support each other in our fight for a fair and equitable contract!

#unionstrong” -Callie Allen, RN Labor and Delivery, Valley Hospital



“We have worked hard during all our bargaining sessions and now we have come a long way since the day we first started in August 2023. Deaconess and Valley members stand strong!”

-Gena Meyer, Food Production Worker, Valley Hospital



“MultiCare administration has really underestimated the power of our workforce. They thought they could get away with lowering the quality of patient care. They thought they could get away with putting profits over human life. We showed up and told them they are wrong.”

-Shawn Crawford, CNA Float Pool and Chris Vertefeulle, Pulse Cardiac Care, Deaconess Hospital



“In the face of adverse conditions created by management, the membership has shown that they are ready to stand united for our interests. We will stand together for the safety of our patients and for the wellbeing of our members, not for corporate interests or their financial

bottom line. Our coworkers have democratically shown that they are ready to take a labor action whenever it’s necessary. It’s time for management to bring us a reasonable response so that we can settle a fair contract!” **-Jamie Orchard-Pomeroy, Certified Surgical Technologist OR, Deaconess Hospital**



What's at stake?

- ✓ If we continue to fail to have competitive wages and premiums, recruitment and retention will suffer.
- ✓ We can't allow MultiCare to make our healthcare more expensive by ending the Hometown Discount.
- ✓ MultiCare needs to work with us to ensure safe staffing. That means including the revised state staffing law, which now includes CNAs and other frontline staff, into our union contract.
- ✓ We need stronger protections against being overworked. That means better language around call, callback and rest between shifts.
- ✓ MultiCare needs to drop takeaways. See a description of takeaways below.

Takeaway	What this means for us
Overtime based on an 80 hour work-rule	You could lose overtime pay depending on your agreed upon work-rule.
Eliminate the Hometown Discount	Higher costs when we have surgeries and procedures
Eliminate sick leave to PTO conversion	This takeaway would remove a key incentive for minimizing the use of sick leave and ends up reducing the amount of available PTO
Eliminate the float pool CNA wage scale	This proposal would eliminate a key wage scale that allows float pool CNAs to receive a higher rate of pay
Eliminate Market Adjustment Committee	This proposal would do away with our current process for reviewing wage adjustments mid-contract. Management could refuse to meet over any wage increases for the duration of our collective bargaining agreement
Eliminate "Performance of Bargaining Unit Work" Side Letter	This would weaken our standards by ending a long standing agreement that makes it clear that management cannot permanently replace bargaining unit work with non-bargaining unit work

Next steps:

Our next scheduled bargaining dates are March 25 and 27! Our bargaining team will do everything we can to come to an agreement.

- ✓ We have to give MultiCare a ten-day notice before going on strike. Everyone will be notified if we need to issue the ten-day notice.
- ✓ Stay tuned for other actions.