



We Don't Want To, But We Will If We Have To

We've given management every opportunity to settle a contract that meets this moment. Our demands are simple: pay that allows us to recruit and retain staff; safe staffing and protection from being overworked; protect our Hometown Discount with no strings attached; no takeaways.

Unfortunately, despite bargaining three days in a row this week, management has failed to meet these demands. We delivered our strike notice on Wednesday. We will give management every opportunity to come to an agreement before a strike. We've set an additional bargaining date to make that happen. But MultiCare can do better.

Proposal	Union Proposal	Management Proposal
Wages - Service	Our proposal demands a living wage for all service workers	Management's proposal devalues service workers. This will make sure we have three more years of cafeteria closures and understaffed units
Wages - Tech	Our proposal will have Tech workers' wages leading the local market	Sacred Heart Techs are in negotiations and some tech job classes are already behind. Management's proposals don't allow us to remain competitive
Wages - RN	Our proposal makes our pay equal to or greater than Sacred Heart's	Management's proposal keeps us behind multiple years in a row
Overtime	Maintain long-standing 40 hour work week	Management wants us to agree to an 80 hour per pay period overtime rule. You could lose overtime pay depending on your current FTE and agreed upon shift length
PTO & Sick Conversion	Maintains opportunity to convert sick leave to PTO	Would remove a key incentive for minimizing use of sick leave and reduces the amount of potentially available PTO
Retroactive pay	Retroactive pay from first full pay period in December 2023	\$500 ratification bonus, pro rate by FTE

Bargaining unit	Union Proposal	Management Proposal
Service	<p>Year 1: 14% ATB + Market Adjustment for all job classes not listed below.</p> <p>Year 1: Additional Market adjustments =</p> <ul style="list-style-type: none"> Endoscopy Tech 17% ER Tech 24.25% CNA 17% Nursing Asst Cert (CNA rss grandfathered PCA) 17% Patient Care Asst- Float 17% Health Unit Coordinator 17% Monitor Tech 16.5% Food Production Worker 16.5% Food Service Worker 16.5% Purchasing Supply Asst 16.5% PBX 16.5% Phlebotomist / Lab Asst 16.5% Diet Office Clerk 17% Registrar 16.5% MHA 16.5% <p>Year 2: 5%</p> <p>Year 3: 5%</p>	<p>Year 1: 6% ATB for all non-listed job classes</p> <p>Year 1: Additional Market adjustments =</p> <ul style="list-style-type: none"> NAC 14% ER Tech 18% Lab Asst/Phlebotomist 14% HUC 10% Central Service Tech II 12% Registrar 9% Endoscopy Tech 14% Monitor Tech 14% Food Service Worker 11.5% PBX 9.30% MHA 8.45% Patient Transporter 8.00% <p>Year 2: 2.75%</p> <p>Year 3: 2.75%</p>
Tech	<p>Year 1: 13.5% ATB + Market Adjustment for all non-listed job classes</p> <p>Year 1: Upon ratification, Perinatal Ultrasound Techs- MFM, Echocardiographers, Echo Vascular Techs and Cardiac Ultrasound Techs will be placed on the Ultrasound Tech wage scale.</p> <p>Year 1: Additional Market adjustments =</p> <ul style="list-style-type: none"> Pharmacy Tech 2 16% Pharmacy Tech A- Outpatient Infusion 16% Pharmacy Purchasing Asst 16% Respiratory Care Practitioner 16% Medical Lab Tech 15.5% Rad Tech 2 16% 	<p>Year 1: 8% ATB for all non-listed job classes</p> <p>Year 1: Additional Market adjustments =</p> <ul style="list-style-type: none"> Respiratory Care Pr. 11.50% Pharmacy Tech 11.50% Surgical Tech 11.50% CVIR Tech 11.50% CV Echo Tech 11.50% <p>Year 2: 2.75%</p> <p>Year 3: 2.75%</p>

Tech (continued)	Nuc Med Tech 16% Cardiovascular Tech / Interventional Rad Tech 16% Surgical Tech Cert 15.75% Surgical Tech Coord 15.75% Surgical Tech Advanced Skills 15.75% Surgical Tech Advanced Skills 2 15.75% Year 2: 5% Year 3: 4.5%	
RN	Year 1: 5.75% Year 2: 4.5% Year 3: 4.5%	Year 1: 4% Year 2: 3.75% Year 3: 3.75%



"We've repeatedly raised our concerns with MultiCare executives about recruitment and retention, but they are bargaining in bad faith, refusing to listen to us, and proposing to take away some of our hard-earned contract standards. We are fighting for respect for ourselves, our patients, and to uphold the federal labor laws which our employer continues to violate when they tell us we can't communicate about union issues at work. We feel we have no choice but to take urgent action by withholding our labor to make our voices heard." **-Callie Allen, RN Labor and Delivery, Valley Hospital**



"As a service worker at MultiCare Deaconess, who has given 40 years of my life to this hospital, management is thanking me for years of service with pennies. It's not enough for a gallon of gas. It's time MultiCare valued all their workers." **-Mary Robinson, Sterile Processing Tech, Deaconess Hospital**



"Heading towards an expiring contract, MultiCare is determined to avoid addressing the financial crisis many of their healthcare workers are dealing with, living paycheck to paycheck. Ignoring inflation and skyrocketing increases in the cost of living, they are choosing to invest in land acquisition instead of staff. We aren't just the hard-working staff running and operating our departments at MultiCare. WE ARE THE COMMUNITY they say they are trying to care for and provide for every day. They can fix the divide and provide better wages and working conditions. They are choosing, intentionally choosing not to!" **-Karla Lautenbach, Cardiovascular/Interventional Rad Tech, Valley Hospital**



"With the amount of takeaways still on the table and management refusing to make significant movement on wages, it's time for action. They need to do better for their staff and our patients. Enough is enough! Let's show them we will fight for what we all need to thrive." **-Kegan Orpin, Cardiovascular Tech/Interventional Rad Tech, Deaconess Hospital**



"After months at the bargaining table with MultiCare, we are still too far apart. MultiCare continues to take away proposals that would protect staff. These wage proposals would help recruit and retain staff - we are at the forefront of protecting our patients. They would rather partner with sports teams than partner with their employees. It is time for action, it is time to strike!" **-Tami O'Marro, RN, Valley Hospital**



"For 8 months we have spent time away from our families and our personal lives negotiating a contract with MultiCare. And for 8 months MultiCare continues to show they are not willing to collaborate in the best interests of their staff and the patients they serve. Their wage offers are downright offensive and truly highlight how little they respect their service workers and by extension, the community we serve. Their most recent offer doesn't even compete with starting wages in the fast-food industry! It's been a long time coming and at long last it is time for us to stand up! Stand up to take back the respect they tried to replace with pizza parties and lip service." **-Courtney Cook, CNA, Valley Hospital**



"We have both sat in every contract negotiation since August. As Healthcare Unit Coordinators who work hard to stay a step ahead and help our co-workers work as efficiently as possible, we are part of the team, but we feel very disrespected and undervalued by MultiCare. For months we have been overlooked by management, given only an offer of a 4% market adjustment raise. Management needs to step up and quit playing games with our wages and contract. By giving us a competitive wage increase, HUCs can help keep our community safe and our team running smooth." **-Diane Gross and Sarah Norisada, Health Unit Coordinators, Deaconess Hospital**

➔ 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	 YOU 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