



# Victory!



## We Ratified a Historic Contract with MultiCare

We work hard to provide the best care we can for our patients. Unfortunately, MultiCare management has been more focused on profit margins, executive salaries, and acquisitions than staffing levels and the well-being of nurses and healthcare workers. But by committing to strike to win a better contract, we've settled a historic agreement.

### The road to a fair contract

Through our unity and direct action, we've won a historic contract that will allow us to recruit and retain staff.

#### 1 August 2023

We voted on our contract proposals and started bargaining with management.

#### 3 November-December 2023

Our community campaign started, including ads and yard signs.

#### 5 January-February 2024

Strike assessments continue and our ad campaign escalates.

#### 7 March 29, 2024

We reached a tentative agreement just before midnight!

#### 2 September - October 2023

We gathered signatures on our "unity petition" and submitted it to management. We also started doing regular "sticker ups" the day before each bargaining session.

#### 4 December 2023

We started assessing our co-workers on a strike.

#### 6 March 2024

We voted overwhelmingly to strike and delivered our strike notice to management.



"This new contract secured important wage increases for every member in all job classes. These wage increases will allow us to recruit and retain qualified staff to provide safe patient care. The gains we made in wages could not have been accomplished without our union. We cannot accomplish anything alone. When we stand united as union brothers and sisters, we are a force for change. For the union makes us strong. I am a proud member of SEIU 1199NW for the sake of my patients and community."

**Kathleen Kelley, RN, Valley Hospital Med-Surg**



“This has been one heck of a ride! MultiCare pushed hard but we pushed harder, getting wages that are equal or better than our surrounding areas. Including a three-hour minimum call back and new language for our rest between shifts. This is a WIN~WIN!”

**Terri Rydman,  
Surgical Tech, Deaconess Hospital**



“ I feel this is a good contract for all. We made some huge gains on three-hour callback and rest between shifts. Now all Techs can get preceptor pay and it brings us in line more with the other Pharmacy Techs in the area. Is there work to be done? Yes, but this is a really good contract that gives us a foundation to move forward.”

**Cheri Belcourt,  
Pharmacy Tech 2, Valley Hospital**



“The bargaining team has dedicated considerable time and effort towards securing market competitive salaries that are fair and equitable for all members. Their hard work has paid off with substantial across-the-board pay raises that will undoubtedly aid in recruiting and retaining employees.”

**Susan McCarty,  
Perinatal Ultrasound Tech,  
Deaconess Hospital**



“This has been a long journey. The bargaining team has been working so hard, with many long hours, and frustration with management. But we came together and supported each other and we have reached a fair deal. After a long fifteen-hour day at the table, we can now vote for our new contract with MultiCare! THANK YOU TO EVERYONE for all your support! I appreciate all of the nurses, techs and service workers on the bargaining team.”

**Gena Meyer,  
Food Production Worker, Valley Hospital**



“Through all of our union’s hard work over the last eight months, we stayed unified and worked together to bring the largest wage increases for our service members in the history of Deaconess and Valley Hospital. These wages will help us to recruit, retain, and continue providing quality patient care that our community deserves and be able to take care of our families.”

**Shawn Crawford, CNA, Deaconess Hospital**

## Wages and Premiums - RN

- ★ In the next 20 months, RNs will see more than 13% of wage increases on top of the 12% wage increase we won through mid-contract bargaining and the market adjustment committee in April 2023.
- ★ **Year One:** 5% across the board (Upon ratification)
- ★ **Year Two:** 4% across the board (First full pay period in December 2024)
- ★ **Year Three:** 4% across the board (First full pay period in December 2025)
- ★ Premiums and Differentials: Our differentials are now nearly all identical to Sacred Heart's nurses contract.

Premium / Differential	Valley Hospital RNs (current)	Sacred Heart RN	New rate
Evening Differential	\$2.25	\$3.00	\$3.00
Night Differential	\$3.50	\$4.75	\$4.75
Weekend Differential	\$2.75	\$3.00	\$3.00
On-call rate	\$3.25	\$4.00	\$4.00
On-call on a holiday rate	\$4.25	\$5.00	\$5.00
Certification Pay	\$1.25	\$1.25	\$1.25
Charge Pay	\$2.25	\$4.50	\$4.00
Preceptor / Trainer Pay	\$1.50	\$2.00	\$2.00
Minimum callback	2 hours	3 hours	3 hours

# Wages and Premiums - Tech

**These are the largest raises for service and tech in Deaconess and Valley history**

- ★ **Year One:** 9% across the board for all tech job classes (Upon ratification)
- ★ **Year Two:** 4% across the board for all tech job classes (First full pay period in December of 2024)
- ★ **Year Three:** 3% across the board for all tech job classes (First full pay period in December of 2025)
- ★ **Market Adjustments:** Some job classes, who are behind local competitors or industry trends, received an additional pay increase.

Job Class	Market Adjustment	Total Year One Increase
Pharmacy Tech 2	2.5%	11.5%
Pharmacy Tech A- Outpatient Infusion	2.5%	11.5%
Pharmacy Purchasing Assistant	2.5%	11.5%
Respiratory Care Practitioner	2.5%	11.5%
Cardiovascular Tech / Interventional Rad Tech	2.5%	11.5%
Surgical Tech	2.5%	11.5%
Surgical Tech Cert	2.5%	11.5%
Surgical Tech Coord	2.5%	11.5%
Surgical Tech Advanced Skills	2.5%	11.5%
Surgical Tech Advanced Skills 2	2.5%	11.5%
OB Tech	2.5%	11.5%
Echocardiographer	2.5%	11.5%
Echo Vascular Tech	2.5%	11.5%
Cardiac Ultrasound	2.5%	11.5%
Perinatal Ultrasound Tech-MFM	Perinatal Ultrasound Tech- MFM receives the year one across the board wage increase; Perinatal Ultrasound Tech- MFM also moves to Ultrasound Tech wage scale, same step to same step	Variable
Perioperative Services Tech	Perioperative Services Techs moves to the Housekeeper 2 wage scale listed in the Deaconess Hospital / Valley Hospital Service Agreement, same step to same step; Perioperative Services Techs also receive the year one across the board wage increase of 10% that Housekeeper 2s receive.	Variable

## ★ Premiums and Differentials:

Premium / Differential	Deaconess / Valley Tech (current)	New rate
On-call rate	\$3.25	\$3.75
On-call on a holiday rate	\$4.25	\$4.75
Minimum callback	2 hours	3 hours

## Wages and Premiums - Service

- ★ **Year One:** 10% across the board for all service job classes (Upon ratification)
- ★ **Year Two:** 4% across the board for all service job classes (First full pay period in December of 2024)
- ★ **Year Three:** 3% across the board for all service job classes (First full pay period in December of 2025)
- ★ Market Adjustments: Some job classes that are behind local competitors or industry trends, received an additional pay increase.

Job Class	Market Adjustment	Total Year One Increase
Endoscopy Tech	4.25%	14.25%
ER Tech	8.25%	18.25%
CNA	5%	15%
Nursing Asst Cert (CNA rss grandfathered PCA)	5%	15%
Health Unit Coordinator	4.25%	14.25%
Monitor Tech	4.25%	14.25%
Food Service Worker	1.75%	11.75%
Switchboard Operator	1.75%	11.75%
Phlebotomist / Lab Assistant	4.25%	14.25%
Core Tech Assistant	4.25%	14.25%
Central Service Tech 2	2.25%	12.25%
Diet Office Clerk	2.25%	12.25%

## Other wins

- All members will have a minimum of 3 hours of pay at time and a half when called in, regardless of whether the call back is scheduled or unscheduled.
- All members will get time and a half on their entire second shift if they miss their guaranteed rest between shifts.
- Management is required to include information on scheduled workdays and start times when posting a vacancy internally.
- All service and tech job classes are eligible for lead pay.
- All tech job classes are eligible for preceptor pay.
- Preceptor pay now applies to supplemental RNs.
- Ratification Bonus: \$800 prorated by FTE. \$200 for supplementals.

## Protecting our standards

- The Hometown Discount is protected for calendar years 2024, 2025, and 2026.
- Management withdrew their proposal to end the Market Adjustment Committee.
- Management withdrew their proposal to make it easier to replace union work with non-union work.
- Management withdrew their proposal to eliminate the CNA float pool wage scale.
- Management withdrew their proposal to redefine our overtime rules. Those working an 8/80 may continue to do so.
- All accrued Washington state paid sick leave for benefitted employees will roll over from calendar year to calendar year.

**These wins would not have been possible without our unity and willingness to take action together. We are #UnionStrong!**