

Management was not ready to bargain!

It's been five weeks since our last bargaining session. We were excited to get back to the table and make progress toward a new contract. We have spent dozens of hours formulating meaningful proposals that address the issues our coworkers have said are our priorities, only for management to show up to the table with proposals only pertaining to removing old, pre-Workday language.

We came to the table as a full bargaining team, including our 1199NW President Jane Hopkins, and management showed up with only half of their team. They physically showed up but it felt like an empty gesture. We are committed to this process and consistently show up to do the work, and it feels like management isn't committed to doing the same. Negotiations happen at the table, not in Microsoft Word.



"We are frustrated that we have worked so hard over the last 5 weeks to show up prepared to negotiate and management just brought us edits when they had all this time to work on our meaningful proposals. There are so many issues going on across our hospital that need to be addressed. There is no consistency in how management applies our contract and we are working hard to fix those issues. Having our Union President, Jane Hopkins, at the table with us at our last session made us feel deeply supported by our union and we are empowered to continue fighting for what we all need."

- Yudith Webber, RN, 2E/W

Upcoming Bargaining Dates

- ➔ February 4
- ➔ February 19
- ➔ March 5
- ➔ March 18

Upcoming Unity Breaks

- ➔ 1/28 - 11am-1pm - Outside Cafeteria!
9pm-10pm - Outside Cafeteria!
- ➔ 2/5 - 11am-1pm - Outside Cafeteria!
- ➔ 2/12 - 11am-1pm - Outside Cafeteria!

★ On Thursdays we wear PURPLE! ★

Across our union and across MultiCare our union siblings are in contract negotiations, including MultiCare Good Sam in Puyallup and Navos in Seattle. We know that we are all stronger together and we are going to show management that as well. That's why, moving forward, we are all going to wear purple each Thursday to stand in solidarity with our coworkers and union siblings across the state to show management we are standing together and ready to take action for what we need.



"Every Thursday moving forward we are going to start wearing purple to show management we are in solidarity with

each other and ready to fight for what we need! We will be doing this across the state with other MultiCare facilities that are currently in bargaining. I think this is a great idea and encourage us all to wear purple. We can't do this work without each other, at work or at the bargaining table!" - Brian Vetsch, UCA, NICU



"We're standing in solidarity with our union

siblings across Washington state by wearing purple! Stronger together!"

- Stacy Frazer, Nuc Med Tech, Good Samaritan

Update from the Good Sam table



“After six weeks of waiting, MultiCare continues to disappoint with their proposals. While workers continue to provide excellence in service, collaborative care practices, and supporting our patients every day, MultiCare continues to undervalue the people who make their name and exemplify their stated values. They continue to say that they are unwilling to allocate budget to pay top-tier wages while continuing to acquire, expand and acquire the debt of other facilities. We say invest in us, the union labor who provide the care Pierce County relies on. We are all in to win!”
– Trevor Baumgardner, LPN, Inpatient Rehab Good Samaritan (Puyallup)

Bargaining Update from Navos



“Management are stalling and wasting our time. They are not taking us serious and are insulting our intelligence. They say they have great stewardship and value their communities, but yet don't actually truly support their employees. Today they offered no Martin Luther King Day on Holidays and not even a dignified wage increase was offered. We will not stand for this trickery and the lack of loyalty that MultiCare shows us. Instead, we will stand up in solidarity, in numbers and loud. We will use our voices to express how we need to have dignified wages that match the actual living cost increases.” – Lashunda “Koko” Pitts, Mental Health Tech, Navos

KNOW YOUR RIGHTS

You have the right to engage in union activity in your workplace! This is a legally protected right you have under labor law.

- ➔ If you can wear shirts, buttons, stickers for other topics, you can wear them in support of your union!
- ➔ If you can talk about subjects other than work (Seahawks, what you did over the weekend, etc.), while you're on the clock, you can also talk about your union!
- ➔ The MHS Dress Code Policy does not prohibit you from wearing t-shirts.

If a leader tells you to stop talking about your union or remove a union shirt, button, sticker etc. you have the right to ask the question, “If I don't will it lead to discipline?” If they say YES, it may be an unfair labor practice. Take note of what was stated, the date, time and who said it, and report it to your bargaining team member or organizer.

Our Teamsters Union Siblings Will Strike

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Below is our active contract language on limitations of how we can support them as a union.

Article 21.2 No Strike/No Lockout.
The Hospital and the Union, realizing that a hospital is different in its operation from industries because of the type of service rendered to the community, and for humanitarian purposes, agree that there shall be no lock-outs on the part of the Hospital nor suspension of work on the part of the nurses, it being one of the purposes of this Agreement to guarantee that there shall be no strikes, picketing, lock-outs, sympathetic strikes, sympathetic picketing, work stoppages, or work slowdowns, and that all disputes will be settled as hereinafter provided.

Unions improve the lives of all!

Historically, across our world, in the last 200 years, unions have fought hard for, and helped us all secure fundamental labor rights and workplace improvements that we still celebrate today, including:

- ➔ 8-hour work day
- ➔ 40-hour work week and the right to a work free weekend
- ➔ Minimum wage and laws prohibiting child labor
- ➔ Sweeping workplace safety standards and the right to workers compensation when injured at work
- ➔ Employer provided health insurance and paid sick leave
- ➔ Retirement security
- ➔ Higher wages
- ➔ Pathways to safe healthcare staffing and MORE!