

We need a fair contract **NOW** with **no** takeaways!



We love the work we do, but we're struggling. Wages aren't keeping up with the cost of living. Rent is high and grocery prices aren't getting cheaper. In response, our bargaining team made a comprehensive proposal to management addressing wages, benefits, and working conditions.



"Today's bargaining session with management went poorly. Their economic proposal was unbelievable low and frankly insulting. We all deserve an increase!" **-Eric Sailor, RN**

"Management is stalling and wasting our time. They are not taking us seriously and are insulting our intelligence. They say they have great stewardship and value their communities, but yet don't actually truly support their employees. They refuse to reinstate Martin Luther King Day and didn't offer a dignified wage increase. 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. Voice our needs how we need to have dignified wages that match the actual cost of living." **-KoKo Pitts, MHT**



Proposal	Union	Management
Wages	Fair wage proposal - 20% across the board increase in the first year of the contract, with additional adjustments for Food Service Workers and Recreational Therapists. This proposal also includes an additional 6% increase in the second and third year of the contract.	A proposal that doesn't match the cost of living or help recruitment and retention. Management's proposal only offers a 3% wage increase in year one and a 1.5% increase in years two and three of the contract.
Healthcare	More money for our Health Savings Accounts; more money from the Medical Expense Reimbursement plan; new "Hometown Discount" that leaves members without any costs but co-pays and co-insurance for services received at MultiCare facilities; an appeals process for services covered at Tier 3.	REJECTED
Premium Increases	Increase to Lead Pay; Evening Differential for non-RNs and Night Differential for RNs and non-RNs; Increase to Charge Pay.	Small increase to Charge Pay that is less than Union proposal; Management's proposal on differentials leaves out Unit Coordinators, only giving them a small increase.
Overtime	New Double Time rate for any time worked after 12 hours for 8 hour employees and anything after 14 hours for 12 hour employees.	REJECTED

Training Fund	Navos joins our Multi-Employer Training Fund, giving members access to tuition assistance, money for certifications and certification renewals, conference travel and more!	REJECTED
Artificial Intelligence	We gain protection from job loss due to AI and protect ourselves from dangerous applications of new technology.	REJECTED
Holidays	Reinstate Martin Luther King Day as a holiday and add Juneteenth as a holiday.	REJECTED

Proposed Takeaways:

Proposal	What it means
No Paid Negotiations Time	Our bargaining team members lose the 192 hours of paid bargaining time they have available, putting more of the cost of bargaining on us.
Anti-Union Dues Clause	Language that weakens our unity by making it impossible to make sure everyone pays their fair share.



“We hope management responds responsibly, but our bargaining session on January 9 wasn’t promising. Instead of coming with a full proposal, management brought a partial proposal. The most recent bargaining session has shown us how little management respects our dignity as workers in this facility. With their insulting raise proposals of a measly 3%, unfinished cost of living adjustments keeping some positions less than the minimum wage and lastly stonewalling any explanation to more equitable health plans management has shown their colors. Their weaponized incompetence will no longer be tolerated by the bargaining members and the members of this Union at our facility. We’re looking forward to putting a fire underneath management’s tails and making some real changes happen!” **-Jessica Fulmer, Unit Coordinator**

Next bargaining sessions:

- ★ *February 4*
- ★ *February 25*



FEBRUARY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

Know Your Rights: You have the right to organize!

You have the right to take action. Whether it’s wearing a sticker, signing a petition, picketing or filing a grievance, if you take action to improve your conditions, you’re protected by our union contract and federal law. It’s illegal for management to discipline or retaliate against you for being active in your union.