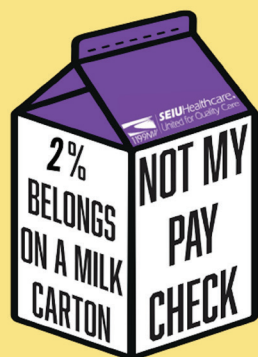


2% BELONGS ON A MILK CARTON, NOT OUR WAGES!



Management told us they would not bring wages to the table for our next session but after we took action together, they brought a wage proposal. Their proposal offers 2% wage increases for everyone in the first year of the contract, with zero backpay. They didn't offer any premium increases to service workers and only pennies to RN premiums. They are trying to divide us again and pitting us against each other.

Our take: 2% belongs on a carton of milk, not in our wages.



"I'm disappointed, but not surprised. Management, once again, failed to meaningfully

address our priorities and showed up focused more on MultiCare's interests than on the workers. They really emphasized they were focused more on the money than considering what would benefit us all." – **Deshawn Oursland, Phlebotomist, Lab**



"Today we saw that management is out of touch with the needs and wants of the hospital staff. Add to that a very disappointing economic package and an obvious attempt to pit service workers and RNs against each other and it added up for a frustrating day." – **Angi Scott, RN, PACU**



UPCOMING BARGAINING DATES

- 🕒 February 19
- 🕒 March 5
- 🕒 March 18

UPCOMING UNITY BREAKS

- 🕒 2/12 - 11am-1pm - Outside Cafeteria!
- 🕒 2/18 - 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.

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.