

# TAKING ACTION GETS RESULTS: MULTICARE'S WAGE PROPOSALS IMPROVE, BUT THERE IS WORK LEFT TO DO

The time our bargaining team spends negotiating with management is important, but not as important as educating each other and taking action for a fair contract. That was evident last week after we delivered our unity petition. Prior to delivering our petition, management only had a 3% wage increase on the table. Afterwards, management increased their proposal for several job classes.

Job Class	MultiCare Proposal on January 26	MultiCare Proposal on February 4 After Our Action
Health Unit Coordinator	3%	7%
LPN	3%	9%
Mental Health Technician	3%	3%
RN	3%	7%
Mental Health Therapist / Inpatient Creative Arts Therapist	3%	5%
Substance Use Disorder Progressional	3%	5%
Legal Coordinator	3%	3%
Recreation Therapist	3%	7%
Occupational Therapist	3%	3%
Food Service Worker	3%	9%
Social Worker	3%	3%

## THIS IS PROGRESS, BUT LET'S BE CLEAR: WE'RE NOT DONE!

Management's proposal doesn't bring all job codes up to what MultiCare's competitors are paying for similar work. It also doesn't help us with the skyrocketing cost of living. And sadly, it leaves our MHT and Social Worker coworkers behind. We'll keep fighting for a contract that's fair for everyone!



"Today was a step in the right direction, but we are nowhere near the finish line. Management dodged our attempts to hold them accountable in person when we tried to present our unity petition during their morning meetings. They have made attempts to increase market adjustments to our wages. Some positions get more adjustments than others and some positions don't get any at all. They think this is sufficient. Yet they keep across the board pay at a measly 3%. If we can get them to budge with adjustments this early on with petitions and accountability, imagine what we can do when we all give this our best effort! Keep up the good work team!" — **Jessica Fulmer, HUC**

**NEXT BARGAINING DATE: FEBRUARY 25**

## JOIN US FOR AN INFORMATION SESSION!

Want to know more about our fight for a fair contract? Have questions? Are you struggling with the current wage rates and want to tell us your story?

Please join us for an information session!

2/24

10am-4pm

small conference room