

OUR MESSAGE TO MULTICARE: Less Union Busting. More Investment in Us, Our Patients and Our Communities

MultiCare has money. Lots of it. And they keep spending it on expanding to new enterprises, new regions, and even new states. What they don't want to spend it on is our community. They don't want to spend it on the people who make their organization possible: Us.



Indicator	2024 Amount AUDITED	Comparison to 2023 and 2022
MultiCare Patient Service Revenue	\$5.5 billion	↑
MultiCare Operating Revenue	\$5.9 billion	↑
MultiCare Total Profit	\$450 million profit	↑

To get MultiCare to invest in us, we need to take action. We just dropped a notice to hold informational pickets at three MultiCare facilities: Navos, Good Samaritan Hospital in Puyallup, and Yakima Memorial Hospital. We need to take our message to the communities we serve and we're doing that statewide!



"MultiCare needs to invest in NAVOS in order to meet the growing challenges of behavioral healthcare in our community. Mental illness is definitely a significant problem in our area. Our employees at Navos deserve competitive salaries in order to stay employed and be able to maintain decent lives and therefore be able to provide the best clinical care to our patients."

-Imelda Miles, RN

Informational Picket at Navos!

When: Friday, April 3

Time: 11 a.m. - 1:00 p.m.

Location: On SW Holden near the hospital



Job Class	MultiCare Proposal February 4	MultiCare Proposal March 9	Union Proposal March 16
Health Unit Coordinator	7%	Some HUCs would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	18.75% for all HUCs
LPN	9%	Some LPNs would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	18% for all LPNs
Mental Health Technician	3%	Some MHTs would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	17% for all MHTs
RN	7%	Some RNs would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	19% for all Registered Nurses
Mental Health Therapist / Inpatient Creative Arts Therapist / Substance Use Disorder Professionals	5%	Some Therapists and SUDPs would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	16.75% for all Mental Health Therapists, Inpatient Creative Arts Therapists, and Substance Use Disorder Professionals

Chart (Continued) →

Legal Coordinator	3%	Some Legal Coordinators would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	16.75% for all Legal Coordinators
Recreation Therapist	7%	All Recreational Therapists would get more money, but this proposal was a very small change from management's February 4th proposal.	29.75% for all Recreation Therapists
Food Service Worker	9%	All Food Service Workers would get more money, but this proposal was a very small change from management's February 4th proposal.	23.75% for all Food Service Workers
Social Worker	3%	Some Social Workers would get more than the February 4th proposal, some would get less. The February 4th proposal divided us by job class. This proposal divides us by job class AND wage step.	17.75%

Union Busting is Disgusting

MultiCare is engaged in union busting across the state. They know our unity is powerful and are doing everything in their power to make sure we don't have a voice. Just in the last few months, MultiCare has:

- Kicked union organizers and leaders out of the facility while they were conducting vote meetings at Yakima Memorial Hospital.
- Proposed contract language that would limit access to union staff to visiting hours.
- Refused to provide rooms at MultiCare hospitals for union events and meetings even when there were rooms available.
- Limited the number of union delegates who can be in meetings while stacking the same meetings with an excessive number of managers.
- Proposed divisive "open shop" language that would limit our ability to make sure we're all paying our fair share of dues.
- Proposed eliminating paid bargaining time for our members at Navos.
- Maintained its existing habit of limiting member access to organizers at Staffing Committee meetings.



Your Rights Are Clear!

- You have the right to a union representative during investigations.
- You have protection from retaliation for participating in union activities.
- You have the right to file a grievance based on any violation of the union contract.
- We have the right to meet as members in the facility in which we work. Our organizers have the right to meet with us in non-patient care areas of the hospital.
- We have the right to have short conversations about the union, bargaining, and workplace conditions at work.



"Management continues to push anti-union measures such as denying access of representation for night shift employees, favoring specific job classes over others to create division, and blocking union assistance to employees during disciplinary actions. We as union members need to stand up to management to hold our right to fair representation, discipline, and wages!"

-Jessica Fulmer, Health Unit Coordinator

CALLING ALL RNs, LPNs AND NPs. YOU ARE INVITED!

SEIU Healthcare 1199NW

Annual Nurse Alliance Conference

May 7, 2026

9am-6pm

DoubleTree by Hilton Hotel Seattle Airport
18740 International Blvd, Seattle, WA 98188

6 CEUs

Join us a day early for movie night!

May 6, 2026

6pm-9pm

Dinner and a Movie: **Nurse Unseen**
(2 Health Equity CEUs)



Register now:



nursealliance.seiu1199nw.org
Deadline to register: April 27

Must RSVP to attend, seating is limited!

Please note the last day to request a hotel accommodation is March 27, 2026. If you will be flying to Seattle or driving more than one hour one-way and need support with travel arrangements, let your organizer know.



"With the Nurse Alliance, we are building a community of nurses who promote a healthier, happier, diverse workforce; healthier patients; and who are politically empowered and engaged to change the face of healthcare. We are developing a racially just nursing workforce that creates space for resources, educational support, mentoring, and financial support. Let's celebrate our roots as nurses united in 1199NW, reflect on how much we have grown, and lead the way forward!" **Jane Hopkins, RN, President, SEIU Healthcare 1199NW**

