

# MANAGEMENT IS NOT READY TO COLLABORATE

Management has rejected the majority of our 30+ contract proposals, and only came back offering another 0.5% in wages.

Last session, management was dismissive of the needs we have at Memorial. They continue to try to undermine our union strength and weaken our unity. They are not ready to truly collaborate. This only strengthens our resolve that we are doing the right thing by standing together to fight for what we need.

The best way to hold management accountable and achieve what we need for our workplace and our communities is by taking action. That's why your bargaining team is recommending we vote to take bigger action.



“One thing is clear after negotiations last week. It will take bigger action to get MultiCare to listen. We are working hard to have meaningful conversations and collaborate to make Memorial a better place for everyone but it's difficult to feel like management is sincerely doing the same. We have come to a few agreements, but they have largely rejected the majority of our proposals. We need them to do better on some of the big priorities like retirement and healthcare benefits. We have to stand together to be able to move management.”

—Angi Scott, RN, PACU

## Come to a vote session to hear more details and make your voice heard!

DATE	TIME	LOCATION
Tuesday, March 10	11AM-2PM & 6PM-9PM	Cafeteria
Wednesday, March 11	11AM-2PM & 6PM-9PM	Cafeteria
Thursday, March 12	11AM-2PM & 6PM-9PM	Cafeteria



“I left bargaining feeling pretty frustrated. Management is still brushing off the real issues we're raising at Memorial. That's why this vote matters. If we want things to change, we have to show up and stand together. The more of us that vote, the stronger we are, not just here, but with our coworkers across other Multicare facilities too that are dealing with MultiDontCare as well!!!”

—Deshawn Oursland, Phlebotomist, Lab

### We continue to lead with our priorities at the bargaining table:

- ✓ Fair pay—Competitive wages and premiums
- ✓ Staffing that keeps our patients safe
- ✓ Quality affordable health care
- ✓ Respect for the important work we do



## How management's proposals measure up:

UNION PROPOSALS	MANAGEMENT
<b>Modified Shop</b> —every current employee maintains their option to be a union member. Employees hired after contract ratification would become union members.	<b>Open Shop</b> —union busting to weaken our union
<b>Union Wage Proposal both RN &amp; Service</b> Year 1 \$9.00 Year 2 \$4.75 Year 3 \$4.75	<b>Management Wage Proposal</b> Year 1 2.5% Year 2 1.5% Year 3 1.5%
<b>Step Increases</b> 3% increase each year for steps 1-11 2% increase each year for steps 12-end of scale	<b>Step Increases</b> No change to current step increases
<b>Longevity bonus</b> \$6k annually for employees at top step	<b>REJECTED</b>
<b>Parity for RNs and Service</b> to have same premiums and differentials. Multiple dollar amounts on each.	<b>No</b> to additional Service premiums or differentials. Additional .25 cents on some RN Premiums and Differentials only.
<b>Low Census</b> —cap on mandatory hours (120) with no mandatory Low Census more than once a pay period	<b>No response to date</b>
<b>Healthcare</b> —No changes to health insurance for the duration of the new contract. Pathway to more affordable insurance to a zero premium and spouse/domestic partner coverage. Transparent appeals process for services that fall out of network. Additional 20% discount of your bill.	<b>No</b> , plus eliminate current hospital wide benefits committee in place to discuss changes to health plans and benefit needs.
<b>Retirement / 401K Plan</b> —100% employer match on the first 6% of eligible employee contributions	<b>REJECTED</b>
<b>PTO Cashout option up to 40 hours</b> twice a year at 100% regular rate of pay	<b>REJECTED</b>
<b>Free Float</b> —Keep 2 Free Float RNs and add 2 Free Float CNAs	<b>REJECTED</b>
<b>Break Relief</b> —additional RN and CNA FTEs for sole purpose of break relief	<b>REJECTED</b>

## UPCOMING BARGAINING DATES

March 18 ▪ April 9 ▪ April 29 ▪ May 15 ▪ May 28

### Roles we can play in our union:

**Delegate:** A coworker who represents us in meetings with management and organizes us to enforce our contract and win during negotiations. Delegates are nominated by their coworkers to this role.

**Contract Action Team (CAT) member:** A coworker who makes sure we are all up to date on what happens during bargaining and lets us know about upcoming actions.

**Bargaining Team member:** A coworker who represents us during contract negotiations. Bargaining Team members are nominated by their coworkers to this role.

**Executive Board member:** A coworker who is elected by us to represent our chapter in unionwide leadership and decision making. The Executive Board makes financial decisions for our union.

**Organizer:** A staff member employed by our union to support us in building our power and enforcing our contract.

The SEIU Healthcare 1199NW Multi-Employer Training Fund (the Training Fund), founded by SEIU 1199NW, is getting a brand new name and look. The Training Fund, which supports healthcare members across Washington by providing access to tuition assistance, training, apprenticeships and career resources, is launching an exciting rebrand. The rebrand centers the union member experience and strengthens how members access education, training, and career benefits as the organization continues to evolve and grow. As part of this work, you will begin to see the organization referred to as the Healthcare Training Fund.

This is a soft phase of the rebrand. Over the next few months, we will rebrand the website and offer a more user-friendly experience for our members. All Training Fund programs, benefits, and partnerships remain the same, and the mission remains unchanged.

SEIU Healthcare 1199NW Multi-Employer Training Fund

### Expanded Professional Development Funding

**Conference Travel Funding NOW \$3,500 for all eligible members**

Reimbursement can cover registration, travel, and more for local and national conferences.

Awarded Quarterly. **Next Deadline: March 1st**  
Pre-approval required.

Bargaining Unit	Service	Pro/Tech	RN
PD Reimbursement (prorated based on FTE)	\$500 <small>Previously \$300/yr</small>	\$500 <small>Previously \$300/yr</small>	\$500 <small>No change</small>

Includes reimbursement for CEUs, license fees, and more!

Don't know your Bargaining Unit? Contact us!

[www.healthcarefund.org](http://www.healthcarefund.org)
(425) 255-0315
members@healthcarefund.org

**New in 2025 Limited time!**  
Available on first-come, first-served basis



Apply NOW to maximize your Training Fund benefits!

Scan QR Code or visit: [bit.ly/TF-2025-ExpandedPD](http://bit.ly/TF-2025-ExpandedPD)