



Our bargaining team said:
HANDS OFF OUR HEALTHCARE!



Management was almost unwilling to meet with us for our last bargaining session because of how we held them accountable to their values last week. The pressure we put on them in the hospital is impacting their behavior at the table. We didn't move on our wage proposal because we know uncertainty around our healthcare benefit costs in the next few years is directly tied to how much money we make. We all voted and said from the beginning that quality, affordable health insurance is a very high priority for us and should be a bare minimum from a healthcare employer.



"We believe that fostering a culture of respect at the bargaining table means agreeing on competitive wages, affordable health insurance and standards that ensure adequate staffing and safety at Memorial. We won't back down. These things are priorities and should be the bare minimum provided by a healthcare employer." – **Christina Bedolla, Patient Access Tech**

MultiCare is the 2nd largest health care employer with the 2nd highest number of employees on Washington Apple Health – state health insurance – due to their unaffordable health insurance, combined with low employee wages.

HEALTHCARE PROPOSALS

SEIU Healthcare 1199NW Proposal	MultiCare Proposal
Premiums and spousal coverage: Ensuring no changes to the healthcare plan during the life of the contract	REJECTED
Maintain our Medical Benefits Advisory Committee: Keep current Health and Wellness committee space where we can discuss education and prescription costs, premiums, co-pays and benefits with Memorial management.	PROPOSED TAKEAWAY Proposing to eliminate existing committee
System Wide Health/Benefits Committee: Join other represented hospitals to discuss a pathway to zero cost health care plans	REJECTED
Appeals process: Process for employees to appeal procedures and prescriptions outside of Tier 1 services	In negotiation
Medical Expenses & Debt Collection: Stronger language protecting employees from wage garnishment and being sent to collections on bills from MultiCare services	REJECTED
Hometown Discount: Will provide 20% discount as part of the healthcare plan and leave employees with zero balance after insurance has paid	REJECTED
HSA Contribution Increase: Increase employee and family HSA contribution to maximum allowed by the IRS to - PT \$4400 for employee, \$8750 for family - FT \$2650 for employee, \$5250 for family	REJECTED



“We must all stand together with our bargaining team who are fighting for our healthcare. If you are neutral, then you have signaled that you agree with the status quo. Do not let those with authority convince you that you have no rights as an employee. Get informed and stand up for yourself and others. Fear is the weapon used by bullies to keep people silent.” – **Pam A. Rodriguez, RN, Pulse Clinic**

PROTECTED UNION ACTIVITY

MultiDON'TCare

What do I say if my manager asks me to take off my button or sticker?

- ◆ Tell the manager it is your right, protected by federal law, under Section 7 of the National Labor Relations Act, to wear a union sticker or button.
- ◆ Ask them, “If I don’t remove it will I be disciplined?”
- ◆ Ask they provide, in writing, any policy that you can’t wear a sticker/button and the reason why
- ◆ Document the manager’s name, the time/date and what they say to you and report it to a bargaining team member.

NEXT BARGAINING DATES:

June 25

June 30

NEXT UNITY BREAK DATES:

May 21, 11-1pm outside the cafeteria

May 28, 11-1pm outside the cafeteria

May 28, 6:30-8:30pm outside the cafeteria



“As someone who has bargained a number of contracts with different employers I knew what I was getting into as far as the financial, time, and emotional sacrifice it would be. That said I have never done it against a company that is not giving anything back. MultiCare has shown us that they will give us nothing without a FIGHT and we can’t fight without help. All employees must understand what’s at risk. We need the help of all of you who are so affected by all the choices Multicare makes. If we fight, we win but we all need to do our part and we must not let them win due to apathy. Please join us to get us all to a contract we can feel good about!” – **Angi Scott, RN PACU**

TRAINING FUND DATES

Every third Tuesday of the month!
Next date: June 16, 11am-2pm in the auditorium



Your Plan of Benefits has been updated: Jan. 1, 2026

Professional Development reimbursement:
increased up to \$1,000/year

Conference Travel Funding:
made permanent up to \$3,000 once per year

✉ members@healthcareerfund.org

🌐 www.healthcareerfund.org

📞 (425) 255-0315

Plan Benefits



Scan or visit:
<https://bit.ly/POB-TF>

2026 Nurse Alliance Conference

RNs, LPNs, and NPs across our union came together in Seattle on May 7 for our second ever Nurse Alliance Conference. We spent the day connecting, learning, and building our power. We heard from keynote speaker Nurse Alice Benjamin and union president Jane Hopkins, shared our stories, built relationships, dug deeper in workshops, and came together to celebrate Nurses’ Week at evening social hour.

We’re building something strong for each other, our patients, and the future of nursing.



“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 of SEIU Healthcare 1199NW, Chair of the Nurse Alliance**



“This was my first Nurse Alliance conference, and I really enjoyed the experience. The conference was well organized (good food) and it was great to network and collaborate with nurses from other healthcare organizations. I especially enjoyed the health equity film presentation, it was one of the highlights for me. The keynote speaker also left me feeling inspired and reconnected to the important role I play as a nurse in healthcare. I left feeling energized and thankful for the experience and the people I met.” **Dani Crawford, RN Case Management**