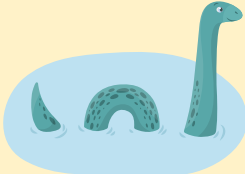




“Late start” isn’t a thing, MultiCare.

Stop trying to make “late start” a thing.

Our contract protects our hours and pay in a variety of ways. Many of these protections we fought long and hard for at the bargaining table unfortunately MultiCare’s new Central Staffing is ignoring our contract language. Here are some of the important parts of your contract to know:

Problem	Article #	What the contract says
Management is sending me home or making me stay home more than once in a pay period. They’re calling this “late start.”	Article 6, Section 10- Limited or Mandatory Low Census	You can only be sent home without pay for mandatory low census once a pay period and only 132 total hours in a 12 month period. There’s “delayed start” in our contract, and it’s considered a form of mandatory low census. However, there’s no such thing as “late start” in our union contract. That’s fictional, much like Bigfoot or the Loch Ness Monster.  = Late Start
Management is giving me less than two hours’ notice before low censusing me at the beginning of the shift.	Article 6, Section 6- Report Pay; Article 6, Section 7- Low Census On-call and On-Call Pay; Article 6, Section 8- Low Census Callback Pay; Article 6, Section 10- Limited or Mandatory Low Census	Any low census needs to be communicated clearly to employees two hours before the shift starts. If that doesn’t happen, you get two hours of inconvenience pay at your base rate. This type of low census is called “delayed start” and is covered by our contract.
Management is telling me I have to wait to hear from them until later in the day to start my shift, but isn’t paying me on-call pay.	Article 6, Section 6- Report Pay; Article 6, Section 7- Low Census On-call and On-Call Pay; Article 6, Section 8- Low Census Callback Pay; Article 6, Section 10- Limited or Mandatory Low Census	Unless management has a specific time you’re to report to work, you need to be placed on on-call and paid on-call pay. If they tell you to report to work two hours late regardless, then that’s a delayed start low census. If they say they’ll contact you in four hours and let you know if you’re working, that’s on-call. If you’re placed on on-call, you need to be paid on-call pay. If you’re called in on on-call of any kind, MultiCare needs to pay you call back pay. Also, low census on-call counts as your one instance of low census for the pay period.
Management isn’t rotating full and part time staff correctly and may be keeping agency staff on the floor while low censusing me.	Article 6, Section 4- Low Census Rotation	Agency employees are low censused first, followed in order by staff working overtime, general supplemental employees, volunteers, managers, unit based supplemental employees, employees working above their FTE, travelers, and employees who have floated from another unit. Full and part-time staff are low censused last. Low census also needs to be rotated as equally as possible among full and part-time staff.
I want to voluntarily low census. Can I do that?	Article 6, Section 4	You can volunteer for as much low census as you want, provided your manager agrees. Please note that voluntary low census may not be counted toward your annual and per pay period limit of mandatory low census.
I think MultiCare has violated the contract. What do I do?	EVERYTHING IN THE CONTRACT!	Please contact a union delegate (see below) or your union organizer. For Valley, that’s Kim Render at kimr@seiu1199nw.org At Deaconess, that’s August Morgeau at augustm@seiu1199nw.org .



“Forcing staff to low census and burn through their PTO in order to supplement their paychecks and make ends meet significantly diminishes morale as well as confidence in our system leadership and is ultimately going to result in retainment concerns as good team members look for full time work elsewhere. Which, opposite of the intent to save the company money will actually end up costing them more overall.” **Megan Houdashelt, Valley RN**

Valley HIM joins our Union!

Everything costs more these days. From groceries to gas, daycare to rent. Our union empowers us to negotiate for better pay. But what if you aren't part of our union? Well...join the union!

Valley Hospital Health Information Management (HIM) recently joined our union, becoming a part of the service bargaining unit, and successfully negotiated a wage increase. Some HIM staff received raises of over \$10 an hour. Welcome, Valley HIM staff!



“There is safety in numbers. By joining the union, we got that security and safety that comes from being united with our coworkers at Valley and a much-needed pay raise. I was able to get an additional \$6 an hour!” **Philomena Allen, Health Information Tech**

Delegate List for Valley and Deaconess:

Valley Hospital

- ★ **Kari Laywell**, RN, OR
- ★ **Megan Houdashelt**, RN, Medsurg oncology
- ★ **Cheri Belcourt**, Pharmacy Purch Asst, Pharmacy Services
- ★ **Michael McCulley**, Patient Transporter, Transporters
- ★ **Charity Turpen**, Respiratory Care, Respiratory Therapy
- ★ **Kelso Diaz**, Surgical Tech, OR
- ★ **Sarah Young**, RN, PACU
- ★ **Mary Parker**, RN, PACU
- ★ **Denise McNamee**, RN, Outpatient
- ★ **Gabrielle Navarro**, RN MedSurg
- ★ **Julie Medley**, CAN, MedSurg
- ★ **Angela Christian**, Ultra Sound Tech
- ★ **Paige Murphy**, Dietary
- ★ **Grecia Navarrete**, OR Tech
- ★ **Stacy Hinkemann**, OR Tech
- ★ **Chloe Cajigas**, OR Tech
- ★ **Scott Park**, RN, Surg/Ortho
- ★ **Laura Maulucci**, RN MedSurg

Deaconess Hospital

- ★ **Mary Robinson**, Central Svc Tech II, Sterile Supply
- ★ **Jameson Blue**, CT Tech, CT Scanner
- ★ **Zak Garrett**, CVT, Pulse Cardiac Cath Lab
- ★ **Kegan Orpin**, CVT, Pulse Cardiac Cath Lab
- ★ **Vickie McEnaney-Pfaff**, EEG Tech II, Electroencephalography
- ★ **Kimberly Ballou**, Health Unit Coord, 9 Tower
- ★ **Sarah Norisada**, Health Unit Coord, Pulse Cardiac Intern Care
- ★ **Edith Stuart**, Housekeeping II, Housekeeping
- ★ **Yelena Shanin**, Housekeeper I, Housekeeping
- ★ **Jennifer Williams**, LPN, 11 Tower
- ★ **Zoë Larzelier**, Medical Secretary, Maternal Fetal Medicine Clinic
- ★ **Bernadette Slugaj**, Mental Health Associate II, Emergency Services
- ★ **Shawn Crawford**, Nurse Asst Cert (CNA), Float Pool
- ★ **Josh Ecksteen**, Pharmacy Technician II, Pharmacy Services
- ★ **Craig Sams**, Rad Tech I, Radiology Diagnostics
- ★ **Sha' Pfitzer**, Respiratory Care, Respiratory Therapy
- ★ **Jamie Orchard-pomeroy**, Surgical Tech, OR
- ★ **Liz Mulhern**, Surgical Tech, OR
- ★ **Terri Rydman**, Surgical Tech, OR
- ★ **Warren Stowell**, Surgical Tech AdvSks II, OR
- ★ **Mitch Blanchard**, CNA, 11 Tower
- ★ **Johanna Boucher**, LPN, 9 Tower
- ★ **Stacey Francis**, Housekeeping I, Housekeeping
- ★ **Kadyra Reddick**, LPN, MedSurg

Next Delegate Training is July 17!

Reach out to your union organizer if you are interested

Valley Union Organizer:
Kim Render (509) 994-7550

Deaconess Union Organizer:
August Morgeau (509) 290-0614

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>



Use your
Training Fund Benefits