

We're standing up to MultiCare management, demanding respect, and showing them that "only Yakima" is Union Strong!

Last week we had our ninth bargaining session with management; our first with the federal mediator and our first since our powerful informational picket. Management's minimal movement is not adequate. Their wage proposal equals only pennies in increases for service workers. We have repeatedly made our priorities clear, but they continue to reject the majority of the proposals that would address the biggest concerns we experience at Memorial. They constantly mention their "budget authorization" and make it clear that they only care about money.

Management thinks we are "only Yakima" and they have shown that they underestimate the power we are building. They are just reinforcing that it is going to take bigger action to get to an agreement that meets the needs of employees and our community.



"While we heard from management that they are open to a conversation, their lack of giving us any response on the vast majority of our proposals says something else. We deserve better. Even having the mediator present didn't keep them from telling us that we are "only Yakima!" Today was more poor wages and a "No" to all our top priorities. They don't take us seriously. We have good momentum and are increasing the numbers in the fight. If you haven't already, join us!" – **Angi Scott, RN, PACU**



"Just because we are in Yakima does NOT mean we are less than any other MultiCare facility. We stand for equal treatment, equal respect, and equal standards—no matter the facility. We won't stand to be disrespected in any way shape or form, and management not step in and stop it. Saying "Only Yakima" reflects a troubling lack of respect for our workforce and the vital role we play in delivering care to our community." – **Vanessa Berber, CNA/Transport, Float Pool**



"When MultiCare management refers to our area as "only Yakima" it is insulting. Yakima has a singular level 3 trauma hospital to serve the second largest county in Washington State (by land area) and multiple specialty clinics that serve not only local people but others who will travel from out of town to be a patient. We are not "only Yakima" and will continue to stand up and fight for what we need and show management what it really means to have united power at Yakima Memorial." – **Helen Hinkle, RN, Pulmonology Clinic**

The impact of management's current wage proposal

Service wage proposal example

	Year 1 – 2.75%	Year 2 – 2.25%	Year 3 – 2.00%
Minimum Base (\$19.37)	Increase of \$0.53 to \$19.90	Increase of \$0.45 to \$20.35	Increase of \$0.41 to \$20.76
Mid Base (\$27.63)	Increase of \$0.76 to \$28.39	Increase of \$0.64 to \$29.03	Increase of \$0.58 to \$29.61
Maximum Base (\$38.01)	Increase of \$1.05 to \$39.06	Increase of \$0.88 to \$39.94	Increase of \$0.80 to \$40.74

RN Wage Proposal Example

	Year 1 – 2.5%	Year 2 – 2.25%	Year 3 – 2.00%
Minimum Base (Step 1 - \$41.94)	Increase of \$1.05 to \$42.99	Increase of \$0.97 to \$43.96	Increase of \$0.88 to \$44.84
Mid Base (Step 15 - \$62.22)	Increase of \$1.56 to \$63.78	Increase of \$1.44 to \$65.22	Increase of \$1.30 to \$66.52
Maximum Base (Step 30 - \$75.89)	Increase of \$1.90 to \$77.79	Increase of \$1.75 to \$79.54	Increase of \$1.59 to \$81.13

UPCOMING BARGAINING DATES:

May 15 June 25
May 28 June 30

UPCOMING UNITY BREAKS:

May 5 6:30pm-8:30pm Outside Cafeteria!
May 6 11am-1pm Outside Cafeteria!
May 11 6:30pm-8:30pm Outside Cafeteria!
May 12 11am-1pm Outside Cafeteria!

OUR COMMUNITY STANDS WITH US!

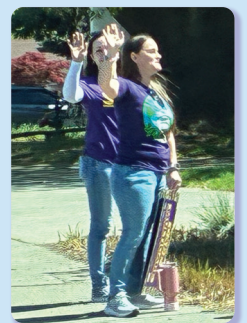
Recently many of us spent time in our community talking to the neighbors around the hospital about the struggles we experience at Memorial and how it impacts the care they may receive when they come to the hospital. What we learned is many of our community members have also experienced poor treatment from MultiCare and they are ready to support us in our fight!

We just launched MultiCareExposed.org, a place where we're telling the truth about what's happening inside our hospitals and holding MultiCare accountable.

This site is also a place for our community to speak out if they have experienced the uncaring side of MultiCare – what happens when Multi(Don't)Care. We're asking patients and community members to share their stories about billing issues, being sent to collections, or dealing with administration.



MultiCareExposed.org



REMINDER: ON THURSDAYS WE WEAR PURPLE!

Across our union and across MultiCare our union siblings are in contract negotiations, including MultiCare Good Samaritan in Puyallup and Navos in Seattle. We know that we are all stronger together and we continue to show management that as well. Remember to wear your purple union swag each Thursday in unity with your coworkers and union members across the state to show management we are standing together and ready to take action for what we need.

What is an Unfair Labor Practice?

An Unfair Labor Practice is any action that violates the National Labor Relations Act (NLRA). Violations of the National Labor Relations Act usually involve employer action that interferes with an employee's right to organize, failure to bargain in good faith, failure to respond to information requests, or any action that interferes with, or retaliates against, an employees' right to participate in union activity.



Know Your Rights

You have the right to engage in union activity in your workplace! This is a legally protected right you have under labor law.

- ➔ If you can wear shirts, buttons, stickers for other topics, you can wear them in support of your union!
- ➔ If you can talk about subjects other than work (Seahawks, what you did over the weekend, etc.), while you're on the clock, you can also talk about your union!
- ➔ The MHS Dress Code Policy does not prohibit you from wearing union apparel.

If a leader tells you to stop talking about your union or remove a union shirt, button, sticker etc., including the "Multi-Don't-Care" button, you have the right to ask the question, "If I don't will it lead to discipline?" If they say YES, it may be an unfair labor practice. Take note of what was stated, the date, time and who said it, and report it to your bargaining team member or organizer.