



Our bargaining team said:

HANDS OFF OUR HEALTHCARE!



Management has stood at a stand still on not only wages but medical benefits as well. Your bargaining team has held management accountable and has stood strong against their unfair tactics. 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.



“MultiCare's health insurance for its employees and customers is abysmal. With a pharmacy plan that is mail order we have to be on top of our providers to ensure our medication doesn't run out being lost in the mail. And with a lack of specialists outside of MultiCare or qualified specialists within the network these plans make anybody with health complications have a second job: navigating the laughable plan coverage that MultiCare offers.”
– Jessica Fullmer, HUC

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
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
<p>“The wage proposal that MultiCare is offering is considerably lower than the wages offered at every other large hospital organization in the area. Considering the fact that we work in a highly acute unit, I believe we should be ahead of other systems - not behind. It doesn't feel like MultiCare cares about retention, even though we know retention will always lead to better outcomes for our patients.” – Dina Basarab, Social Worker</p>	
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 <ul style="list-style-type: none"> ♦ PT \$4400 for employee, \$8750 for family ♦ FT \$2650 for employee, \$5250 for family 	REJECTED

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 17

June 22

NEXT UNITY BREAK DATES:

June 11

11:30am-3:30pm

June 12

small conference room

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**



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