



# Multi **DON'T** Care

## Management's Proposals Fall Short but We're Keeping the Pressure On

As healthcare workers we show up prepared to give the best to our patients and we expect management to do the same, but it's clear that Multi-Don't-Care! We are standing up for our key issues: bringing everyone's wage to at least \$25, securing affordable healthcare, and ensuring our contract includes standards that other MultiCare hospitals have like low census limits.

At bargaining this week, management brought a proposal that continues to fall short. We will keep standing up and taking action and we know our community supports us. It is time for MultiCare to stop stalling, do their homework, and respect the work we do.

### WHERE WE STAND WITH MANAGEMENT:

| KEY ISSUE                                    | OUR PROPOSALS                                                                                                                                                                                                                                                           | MANAGEMENT'S RESPONSE                                                                                                                                                       |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ACCESS TO AFFORDABLE HEALTHCARE</b>       | <p>Maintenance of benefit so our healthcare costs stay the same for the life of our contract.</p> <p>The Hometown Discount. If you receive care at a MHS facility, the 20% is written off.</p> <p>A system-wide health benefits committee to talk about healthcare.</p> | <p><b><u>REJECTED.</u></b> Instead of making healthcare more affordable, MHS is proposing to change eligibility for part time workers from 16 hours to 20 hours a week.</p> |
| <b>ENSURING THAT WE HAVE A FULL PAYCHECK</b> | <p>Caps to Mandatory Low Census. We are proposing 132 hours in a calendar year and not more than once in a pay period.</p> <p>Modified work with injured employees so they may return to work sooner.</p> <p>Improving the low census rotation.</p>                     | <p><b><u>REJECTED</u></b></p> <p>Management wants core staff to go home before Travelers</p> <p><b><u>NOT INTERESTED</u></b></p> <p><b><u>REJECTED</u></b></p>              |

**ADEQUATE REST BETWEEN  
SHIFTS SO WE ARE SAFE TO WORK**

If we do not get adequate rest between shift all hours in our next shift will be paid at 1.5X.

Good Sam is the only hospital in Pierce County to NOT have full shift covered.

We will pay up to 6 hours at 1.5x in the next shift.



**SAFETY**

If we are assaulted or have a traumatic encounter, management will help us file an L&I claim.

We would have the ability to go home and be paid for the rest of the shift.

A meeting would happen within 48 hours to identify additional support.

**REJECTED.** “Not interested in discussing, THERE ARE ALREADY PROCESSES IN PLACE.”

**PREMIUMS ARE FINANCIAL  
COMPENSATION FOR  
THE INCONVENIENCE OF  
NONTRADITIONAL SCHEDULE  
INTO A STRATEGIC CHOICE**

Trainer Pay  
Standby Pay: \$7, \$9 for Holidays  
Shift Diff  
2<sup>nd</sup> Shift: \$3  
NOC: \$5.50  
Weekend : \$4.25

**“OUTRIGHT” REJECTED**

We want parity for all while management continues try and divide us.

**EMPLOYEE CHOICE**

Union Strength



MultiCare wants to weaken our voice, our ultimate power is SOLIDARITY! When we stand together, we have the power to negotiate strong contracts and a hospital that we can be proud to work at.

**COMPETITIVE WAGES SO WE CAN  
RECRUIT AND RETAIN**

LPN: 6%, 5%, & 5%  
Bring ALL SERVICE and TECH UP TO Tacoma General wages, then add  
Service: \$8, \$4 & \$4  
Tech: 6%, 5% & 5%

ATB 4%. 2.25% & 2.25% with 30 jobs pulled out for “market adjustments” that means not everyone gets better wages, only the ones MC deems appropriate.

**IMPROVING ACCESS  
TO OUR TIME OFF**

Ability to access EIT on day 1 of illness.  
Regaining hours lost from our sick banks to WASICK.

**REJECTED**

**OTHER TAKEAWAYS**

Severance Pay  
Longevity Bonus (for those who have worked at Good Sam 18+ years)

Cut from 12 weeks to 6

**REJECTED**



"We sent them an incredibly comprehensive wage proposal for both tech and service. Our proposal brought us all up to TG's current wage scale and then asked for a percentage increase for techs and dollar increases for service on top of the TG scale to account for the next three years' increases.

They gave us back the same proposal they've already given us, except it included several copy and paste errors, left out job classes and included percentage decreases for certain job classes than previously offered!!

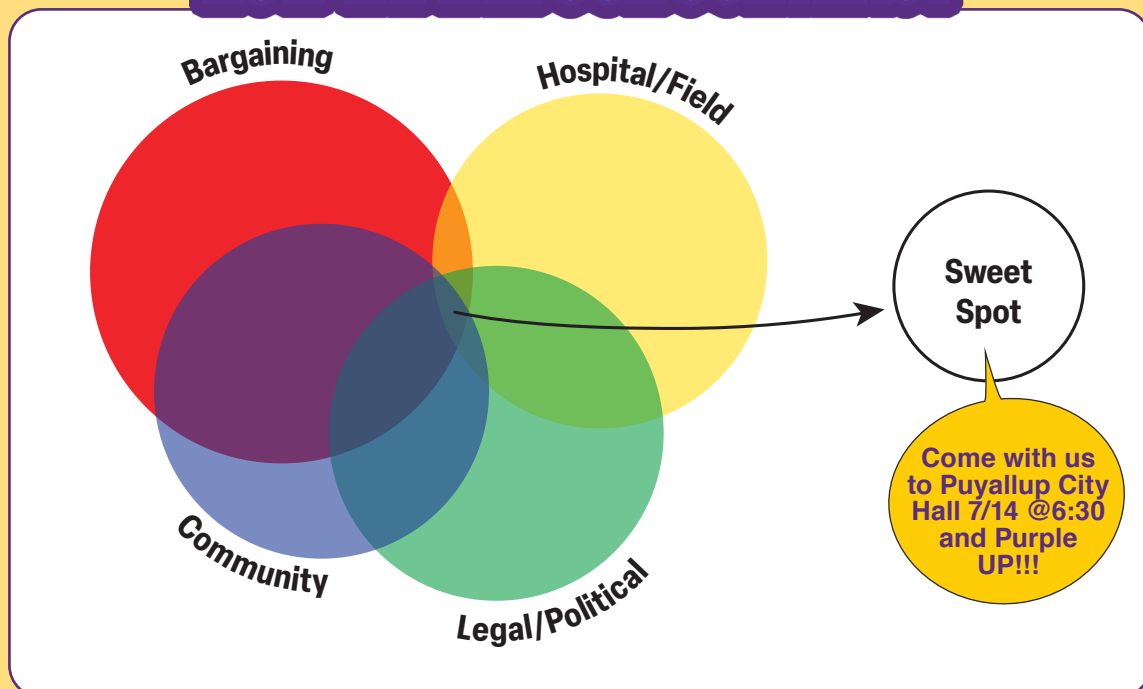
But they did increase the overall percentage to a whopping... wait for it... 4%, 2.25% and 2.25% from 4%, 2% and 2%.

This is an insult to our professions, our dedication to patient care and to the hard work we give MultiCare every single day." **Paula Lucero, Cardiovascular Technologist, Pulse Cardiac Cath Lab**

## UPCOMING BARGAINING DATES



## HOW WE WIN OUR CONTRACT





## MULTICARE EXPOSED!

We're calling on each other and our community to share our stories about how we've been impacted by MultiCare's lack of healthcare coverage, fraudulent billing, collections practices or our own inability to afford their high premiums right here at Memorial.

**If you or a community member have experienced a situation with MultiCare administration, billing practices, or corporate, we want your stories!** Share this link with anyone who may have an experience to contribute.



[MultiCareExposed.org](https://MultiCareExposed.org)

## New Website!

We are pleased to share that we are now operating as the Healthcare Training Fund, and as of May 18, our website is **[healthcaretrainingfund.org](https://healthcaretrainingfund.org)**. This reflects our continued growth and commitment to serving our members and partners across Washington State. While our name and visual identity have been updated, our mission, services, and commitments remain the same - building a diverse and empowered healthcare workforce through our unified labor management partnership.

Visit our new website to learn more about training opportunities, resources, and how we support your career in healthcare at [healthcaretrainingfund.org](https://healthcaretrainingfund.org).



Scan the QR code or visit [bit.ly/HTF-Home](https://bit.ly/HTF-Home)

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