



WE AREN'T BACKING DOWN IN OUR FIGHT FOR A STRONG CONTRACT AND THE BACKPAY WE'RE OWED!

Here we go again! At our July 31 bargaining session, management was going through the motions and seemed to have no desire to bargain over the bulk of our proposals. They didn't bring their proposals until lunch, and they had to leave the session early. It's becoming more and more clear that Yakima is not a priority for MultiCare. Most appallingly, today they brought a wage proposal totaling more loose change and are still denying retro pay. We are committed to the process and will continue to fight.



"When management comes to the bargaining table unprepared, it sends a clear message that our concerns are not a priority. Yakima's healthcare workers show up every day ready to care for our community; we expect management to show the same commitment by coming prepared, engaging in meaningful discussions, and making Yakima a priority." **Ceci Ornelas, Telemetry Technician**

Back Pay Owed! \$6,380 Dollars Lost & Counting



"I calculated how much I would have made by this point in the year if I had received my raise back in January when our contract expired. It came to \$6,380.00!" **Pam Rodriguez, RN Pulse Clinic**

Based on our most recent proposal of \$5.50 across the board in the first year, our back pay owed for everyone would be \$6,380. [Sign our petition here](#) demanding that we receive the back pay we are owed.



bit.ly/4x9yMdp

Where we stand at the bargaining table

UNION	MANAGEMENT
Union Wage Proposal	Management Wage Proposal
Service & RN	Service
Year 1 \$5.50	Year 1 5%
Year 2 \$3.5	Year 2 2.75%
Year 3 \$3.5	Year 3 2.75%
Step Increases	RN
Service	Year 1 3%
2% increase between years	Year 2 2.75%
RN	Year 3 2.75%
Current contract step increases	Step Increases
	No change to current step increases leaving service workers to continue to receive only .20 cents more each year

Retroactive Pay Back pay to January 1, 2026, the date of when we would have received a raise under a settled contract	
Longevity bonus \$5k annually for employees at top step who don't receive an anniversary step increase	
Annual January Raise Cadence Continue to get raises each January as it's always been	 Raises to come later in the year based on the ratification date of this contract
Float Pay Float pay for service workers	
Assault and Traumatic Encounters Ability to leave your shift with pay if you experience an assault or traumatic incident, including exposure on shift	
Bereavement Leave Increase days of bereavement pay from 3 to 5 days and include aunt, uncle, niece nephew and loss of pregnancy for qualifying circumstance	
Retirement / 401K Plan 100% employer match on the first 6% of eligible employee contributions	

Management is still giving pennies in wage increases to workers across the hospital, not taking into account the lived experiences we face with the rising cost of living, health care costs, childcare, etc. We deserve to be recognized for the work we do, our experience, our loyalty to the hospital and our dedication. What does management think you're worth? Calculate nickel and dime.

How do I calculate my projected raise? Remember to calculate off your base raise, not including premiums or differentials.

1199NW first year proposal for Service & RN = \$5.50 Current BASE Rate + 5.50 = Proposed SEIU Raise Example: Lowest paid service worker \$19.37 + \$5.50 = \$24.87 Example: Lowest paid RN \$41.94 + \$5.50 = \$47.44
Management's first year proposal for Service = 5% raise Current BASE Rate X 1.05 = Proposed Management Raise Example: Lowest paid service workers make \$19.37. 19.37 X 1.05 = \$20.34 or \$0.96 raise
Management's first year proposal for RNs = 3% Current BASE Rate X 1.03 = Proposed Management Raise Example: Lowest paid RN makes \$41.94. 41.94 X 1.03 = \$43.20 or \$1.26 raise

Upcoming Bargaining Dates

Thursday August 20 • Friday August 28

Unity Breaks! Outside of Harvest Cafe at MYMH	Tuesday, August 4 11:00am-1:00pm	Thursday, August 13 11:00am-1:00pm	Wednesday, August 19 11:00am-1:00pm
	Wednesday, August 12 6:30-8:30pm	Tuesday, August 18 6:30-8:30 pm	