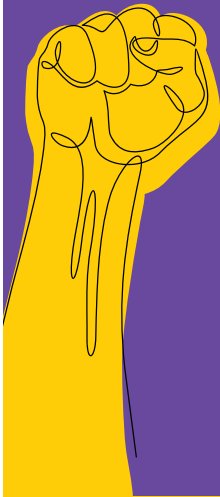
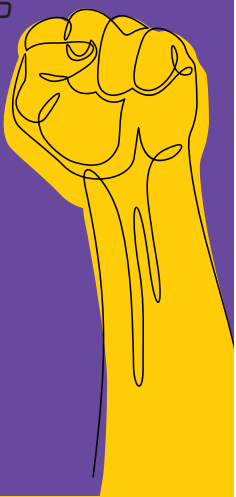




BARGAINING UPDATE



**WE DON'T WANT TO, BUT
WE WILL IF WE HAVE TO.**



**WE OVERWHELMINGLY VOTED YES TO AUTHORIZE OUR
BARGAINING TEAM TO CALL FOR AN OPEN-ENDED STRIKE**

We're committed to providing the highest quality care possible and making sure our families are taken care of. For over ten months, we have shared thoughtful proposals with MultiCare corporate that would make Good Sam the best hospital to receive care AND work at.

Despite our best efforts, it's clear Multi-DON'T care. Rather than partner with caregivers, Multicare corporate has refused to invest in us - the people our community count on. While they like to talk about their values and claim to be a premier health care organization, their actions tell a different story. They are prioritizing executive pay and corporate expansion over the people who provide quality care.

They leave us with no choice. That's why we voted to authorize our bargaining team to call for an open-ended strike to win the contract that we, our families, and our community deserve.

NEXT BARGAINING DATE:

AUGUST 17

**WE ARE CONTINUING TO MEET WITH MANAGEMENT
TO GET A STRONG CONTRACT FOR ALL OF US.**



"These wages they are offering won't recruit or retain anyone, just making the short staffing issue even worse. It's time for MultiCare to step up and pay their staff fairly or we are ready to take action." **Tanya Mann, Patient Care Assistant, ICU**



"Seattle gets everything. Anything south gets nothing. Central Services Techs don't get recognized even though we have to be certified. The hospital can't move without us. Make it make sense." **Charles Stewart, CS Tech**



"I support authorizing the strike because healthcare workers deserve wages that allow us to live with stability and dignity. The cost of living has increased so much that rent alone can be \$2,500+ a month, while groceries, gas, and everyday expenses continue to rise. Many of us are working hard every day but still struggle to save money, plan for the future, and live comfortably.

This is about more than just a raise. It's about making sure the people who keep MultiCare running can afford to live, support their families, and feel valued for the work they do." **Nerissa Hayes, Distribution Specialist, Supply Chain OPS**



What is an Unfair Labor Practice (ULP) strike?



A ULP strike is a work stoppage that occurs when workers protest an employer's illegal behavior called unfair labor practices. These can include retaliation, surveillance, unilateral changes in working conditions, intimidation, and interference with union rights.

At MultiCare Good Sam, management has committed exactly these types of unlawful acts, and multiple ULP charges have been filed as a result. A ULP strike is a legally protected and powerful response to this behavior allowing workers to stand up against mistreatment and demand accountability and respect. Instead of reporting to work, we form a strike line outside of the facility to show solidarity and make our voices heard. A strike helps inform the public about the growing crisis caused by management's refusal to reach a strong, fair contract, one that protects both workers and the quality of care that our patients deserve.

What will happen to our patients if we go on strike?



We know that the conditions inside the hospital are not OK for patients right now, and we all do a lot to compensate for not having enough resources. As part of an unfair labor practice (ULP) strike at a hospital, we have the legal obligation to give the hospital 10 days' notice to prepare for the strike.

What financial support is available for members who need it?



The union has a Strength & Defense fund to provide relief for striking workers. Our Executive Board may approve a daily stipend for members who participate on the strike line. This is one way we support each other in standing strong.

We passed a new law that allows striking workers to have access to unemployment for up to 6 weeks. We will support everyone in applying for benefits.

Can probation employees strike?



Yes. All workers, regardless of probationary status, are protected under the National Labor Relations Act (NLRA) and have the legal right to participate in union activity, including a strike.

What's the process for us to go on strike?



1. Members vote to authorize the bargaining team to call an open-ended strike if necessary.
2. We return to the table to negotiate a fair contract.
3. If management doesn't move on their proposals, we issue a 10-day notice of our intent to strike.
4. During the 10-day notice period, we remain available and willing to bargain at any time management is.

DOWNLOAD THE SEIU HEALTHCARE 1199NW APP!



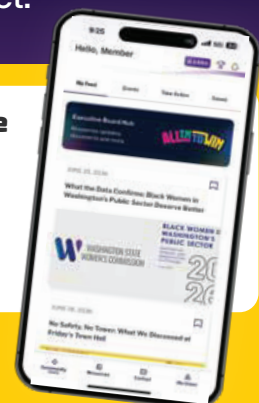
Everything we need as union members, right in our pocket.

- » Get union updates first
- » Your contract, your benefits, your resources
- » Take action fast
- » Earn points and rewards
- » Your voice, your union

Apple App Store



Google Play Store



The app is a member-only benefit. After downloading the app, you'll be prompted to create an account and verify your union membership. For automatic membership verification, the information you enter must match what we have in our union records.