



WE RATIFIED OUR NEW CONTRACT AT GOOD SAM!



After 11 months of bargaining and showing our unity by taking action, we have ratified our latest contract at Good Sam!

Because we stood together, we secured a contract that provides wages and premiums that align with – and some that exceed – contracts at Tacoma General and other MultiCare facilities.



- ★ Carleen Moon, Dietary Aide IV, Cook
- ★ Stacy Frazer, Nuc Med Tech
- ★ Trevor Baumgardner, LPN, Inpatient Trauma Rehab
- ★ Kristy Langston, HUC 6 Dally
- ★ Alexis Pineda, EVS Tech
- ★ Twana Lucas, EVS Tech

- ★ Ethen Roseman, ED Tech
- ★ Keri Carpino, Respiratory Therapy
- ★ Bryan Uebelacker, Patient Transport
- ★ Paula Lucero, Cardiovascular Tech
- ★ Robin Bowlby, Dietary Aid III
- ★ Brittanie Tate, Svc Line Spec Tech

WHAT WE WON!

- ★ We won 6.5% across-the-board raises and market adjustments as paid on our September 11 pay checks.
- ★ Everyone moves to the new wage scale the second full pay period following ratification (the new scale meets or exceeds Tacoma General) on November 6.
- ★ Lump sum of \$500 based prorated by FTE. Per Diems will be considered .3 FTE
- ★ 3% raise in first full pay period following September 2027.

Premiums:

Lead Pay	Increase from \$1.50 to \$1.75
Standby Pay (holiday standby no change)	\$4.25 for Service (currently \$3.25) \$4.75 for Tech/LPN Standby
Weekend Premium	\$2.25 for service (currently \$1.75) \$2.75 Tech/LPN currently \$2.50
Shift Differential	2nd shift \$2.00 for Service (currently \$1.50) \$2.50 for Tech/LPN (currently \$2.00) 3rd shift \$3.00 for Service (currently \$2.25) \$3.50 for Tech/LPN (currently \$3.00)

Floating	Employees floating within the hospital will receive orientation appropriate to the Floating assignment. Should any employee have concerns about the assignment or a task they are asked to do when floating, the employee will discuss and attempt to resolve concerns with the Charge Nurse, Nurse Manager, or designee.
Hospitality and SUPD	A commitment to bring these two job classifications into the union within 30 days following ratification
Equal Opportunity	Added sexual orientation and veteran status
EVS Home Assignments	The Employer will endeavor to maintain regular areas of the hospital to be cleaned by the same housekeeping department employee each shift
Multilingual access program pay	Take QBS Test and qualify for \$2 more an hour
Rest Between Shifts	Increase to 6 hours for the next shift
PTO Cash out option	Cash out up to 80hrs (up from 40hrs) and can't drop below 40hr in your bank

Improvements to staffing and workplace safety:

Compassionate Leave	If you're denied leave, we can raise to VP of operations, and you can work with your manager on approving more PTO if you need more than 5 days
Assaults and Traumatic Encounter	We will discuss using EIT access at LMC. Members will be given access to a computer for filling out L&I paperwork, and we will debrief the incident.

INTRODUCING NEW DELEGATES



“It was a long 11 months, but we stood together, stood strong and our bargaining team got us to TG wages or above, which was our main priority. Same Employer, Same Job and Same Pay!” **Carlos Escalante, EVS Tech, Delegate**



“Money is always at the top of our priorities. Good Sam for the first time EVER will be at or above Tacoma General wages. With the cost of everything on the rise, this is HUGE!!” **Saul Gutierrez, Dietary Aid IV-Cook, Delegate**

SIGN UP FOR THE HEALTHCARE LEADERSHIP FUND TO ELECT THE RIGHT LEADERS WHO WILL CHAMPION HEALTHCARE WORKERS.



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