



SEIUHealthcare®
United for Quality Care

MultiCare Yakima Memorial Hospital
September 28, 2026

BARGAINING UPDATE

We **OVERWHELMINGLY** Voted **YES** to Ratify Our New Contract at Yakima Memorial!



After 11 long months of bargaining with MultiCare, we have a new contract! The majority of our coworkers voted to ratify our agreement which includes annual wage increases, several premium and differential increases, and new protections for everyone.



"Your bargaining team has spent countless hours negotiating this contract and leading actions in the hospital to hold management accountable. We have ratified a new agreement, but the work is not done. We all have to be educated on our new agreement to be able to ensure we have access to all the benefits and standards we have won!" **Ceci Ornelas, Critical Care Tech, 2E/W**



"Thank you for the many unpaid hours and hard work our bargaining team spent getting us to this contract. If we want a strong contract for both nurses and service workers we must show up in force so management and administration know they can't mess with our benefits and pay. The only thing that gets their attention is our collective voices. The only power we have is in our numbers." **Katie Dale, RN, Day Surgery**



"We won a strong contract and I'm so thankful for what we have won this campaign. There is more work to do. We all need to work together to continue fighting to build on the wins we have. My brother-in-law is a nurse in Idaho and he has told me horror stories about working in a hospital that doesn't have union representation. There is power when we stand together and we all have a role in our future. Our voices are important. When we fight, we win!" **Ariel Harwood, RN, IVCS**





Wage Increases over the life of the contract

Service Wage Increases

11.5% increase over 3 years!

Wage increases upon the first full pay period following ratification: 5.5%

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Wage Increase 2027: 3%

Effective first full pay period after anniversary of ratification

Wage Increase 2028: 3%

Effective first full pay period after anniversary of ratification

RN Wage Increases

9.5% increase over 3 years!

Wage increases upon the first full pay period following ratification: 3.5%

Wage increases upon the first full pay period following ratification: 3.5%

Wage Increase 2027: 3%

Effective first full pay period after anniversary of ratification

Wage Increase 2028: 3%

Effective first full pay period after anniversary of ratification

SERVICE

	Current Premiums Service	New Premiums Service
Preceptor/Trainer	\$1.00	\$1.50
Evenings	\$2.00	\$2.25
Nights	\$3.00	\$3.75
Weekend	\$2.50	\$2.75
Standby	\$4.25	\$4.50
Float Pool	\$2.50	\$3.00

RNs

	Current Premiums RN	New Premiums RN
Preceptor/Trainer	\$1.50	\$2.00
Charge *(stay on top of CCU Charge)	\$3.00	\$3.50
CCU Charge	\$4.00	\$4.50
Nights	\$4.50	\$5.00
Standby	\$4.25	\$4.50
Float Pool	\$2.50	\$4.00
Float Pay	\$2.50	\$4.00

Economic highlights of our new agreement

- ✦ Wage increase for everyone upon ratification, with two additional across-the-board wage increases over the life of the contract
- ✦ Higher premiums for evening, nights, weekends, standby, preceptor, charge and more!
- ✦ PTO cashout back to 100%

Additional highlights

- ✦ An additional free float RN (totaling two hospital-wide)
- ✦ An employee may take bereavement leave for loss of pregnancy and PTO may be used for additional bereavement leave
- ✦ Employees will not be disciplined, retaliated against or intimidated for accurately reporting a missed or untimely meal and/or rest break
- ✦ PTO donation to the bargaining team to recoup time lost during bargaining

And more!

ZERO takeaways! We fought off takeaways and protected our standards.

Support your bargaining team: Donate PTO hours

Your bargaining team put in over 1,000 hours of PTO to be at the bargaining table. You can donate PTO hours to our bargaining team to help them recuperate that time.



1199nw.org/4y8CZ1G



"We gave up our own PTO to fight at the bargaining table for all of us. Please donate PTO and stand with your coworkers who stood up for you. Any donation will help make us whole and recover hours spent bargaining." **Deshawn Oursland, Phlebotomist, North Star Lodge**

Upcoming Unity Breaks!

Join us for an upcoming unity break to learn more about how to enforce our new contract standards!

Date	Time	Location
Thursday, October 1	11am-1pm	Outside the Cafeteria!
	6:30pm-8:30pm	
Tuesday, October 6	6:30pm-8:30pm	Outside the Cafeteria
Wednesday, October 7	11am-1pm	Outside the Cafeteria

DOWNLOAD THE SEIU HEALTHCARE 1199NW APP!



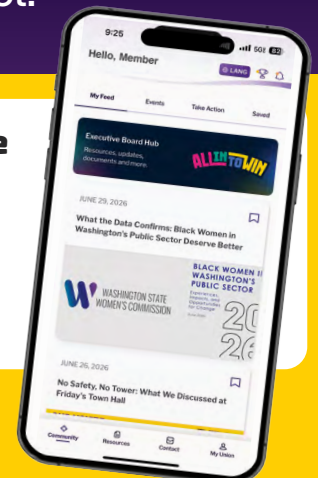
Everything we need as union members, right in our pocket.

- » 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.

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