SEIUHealthcare® United for Quality Care
1199NW

Deaconess and Valley Hospitals
September 28, 2026

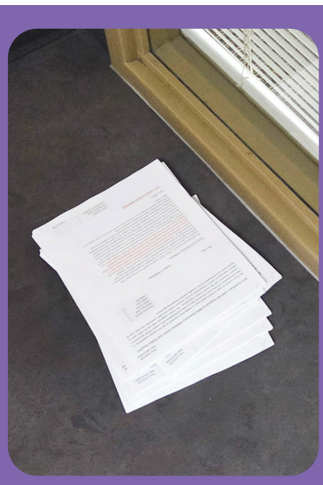
BARGAINING UPDATE

We Came to Bargain, MultiCare Came to Divide

The cost of living continues to rise. Our healthcare plan remains inadequate. We have staffing and safety issues that need to be addressed. MultiCare's response? Walk out after meeting for 9 minutes and refuse to discuss the proposals we gave them for all nurses, techs and service workers.

They refused to take our written proposals with them, dropping them outside the bargaining room door after they left. (They received them anyway thanks to the technological wonder that is email.)





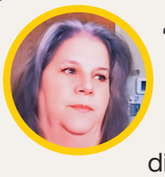




"I have never been more disappointed and discarded as an employee within 9 minutes.... We came to the bargaining table prepared, respectful, and united, asking only for fair and reasonable improvements. Instead of hearing us as one team, management chose to separate us and discard our REQUESTS on the floor like trash despite the fact that the concerns of one group ultimately affect us all. We believe our strength comes from standing together. We deserve to be heard, respected, and treated as the united workforce we are. Our voices may be different, but our purpose is the same. We stand together, we support one another, and we will not allow ourselves to be divided."
Jessica "Red" Brown, ER Tech, Valley Hospital ER



"Disrespect was on full display on Day 1 of bargaining. Management made it through introductions, received our proposals, and then walked out almost immediately—without even taking the time to read them. They knew we had shown up united, standing together as one team ready to bargain. We came prepared to work together; they chose to walk away."
Katie Ellis, RN, Valley Hospital ER



"Management walked out of our bargaining meeting after only a few minutes because we would not agree to negotiate under the terms they wanted. Their decision to leave rather than engage in meaningful discussions was disappointing and frustrating, especially given the important issues at stake. As someone who works closely with patients, it feels as though management is disregarding concerns that directly affect patient safety and the quality of care we provide. Their actions gave the impression that resolving these issues was not a priority, despite the potential impact on both staff and patients." **Jackie Loy, CNA, Deaconess Hospital Float Pool**



"After receiving an email from Wade Hunt the morning of bargaining a mere 15 minutes after management stormed out, and seeing management's goal to "reach a timely, fair agreement that supports our team members and our hospitals," we couldn't help but chuckle. Their words, actions, and attitudes, surely did not show for it." **Zaiden Yager, MRI Tech, Deaconess Hospital Imaging**



"On day one of bargaining, 1199NW members arrived ready for respectful dialogue—only to witness hospital administration storm out within nine minutes, toss our proposals on the floor, and refuse to engage with us as a whole. We REFUSE to have our unity fractured. We will continue to stand in solidarity with each other and we will be a voice for ALL our members."
Ashley Lundell, RN, Valley Hospital Case Management



"In the 25 years and now 3 bargaining sessions that I have worked at Valley, I have never been so disgusted and disheartened by the pure disrespectful toddler like tantrums we witnessed by those chosen to represent management at the bargaining table. In no way were any of the MultiCare values shown by their team! Do better MultiCare! Time to do as you tell us to... follow the values: listen, collaborate, be respectful, show some integrity and stewardship, along with bringing back excellence, and kindness to the table!" **Charity Turpen, Respiratory Therapist, Valley Hospital**

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Despite management's disrespect, we stayed, strategized, and collaborated with one another on the remaining proposals we need to make. We want a new contract before this one expires. We hold to the following values.

Our values:

- Same employer, same job, same pay.
- Healthcare workers deserve affordable healthcare and competitive benefits.
- Healthcare workers deserve a competitive, living wage.
- Our patients deserve quality care by safely staffing the hospital.
- We are here to improve our contract, not make it worse — no takeaways!
- Healthcare workers deserve to be safe at work.
- Our community needs compassion when natural disasters or major events happen.

Our proposals:

Proposal Type	Proposal Description	Impacted Bargaining Units
Wages - RN	20% increases upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	RN
Wages - Tech	20% increase upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	Tech
Wages - Service	$8 an hour increase upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	Service
On-call pay	Washington state minimum wage for on-call pay; Washington state minimum wage plus $1 an hour for on-call pay on a holiday.	All bargaining units
Charge Pay	$5.00 an hour	RN
Certification Pay	$1.50	All bargaining units
Evening Shift Differential	$3.75	All bargaining units
Night Shift Differential	$6.00	All bargaining units
Weekend Differential	$3.00	All bargaining units (RNs already receive this rate)
Differentials and low census	We would continue to receive shift differential on hours worked, even if we're low censused and don't have the majority of hours in the required time period for shift diff.	All bargaining units and applies to evening, night and weekend differential
Float Pay	$3.50 an hour	RN and Service (CNAs)
SANE Premium	$250 per exam and the right for nurses to refuse to become SANE certified.	RN
RN Degree Premium	$1.25 an hour for BSN; $1.75 an hour for MSN or PhD	RN
Interpreter Premium	$2.00	All bargaining units
Wage steps	Eliminate all "ghost steps" on which we don't receive a wage increase. This ensures we get a step increase every year.	All bargaining units
Wage step audit	An audit of all of our wage step placement to ensure we're on the right step. Only folks on a lower step than they should be will be moved to a higher step.	All bargaining units
Healthcare	▪ Protect the Hometown Discount ▪ Add language allowing us to appeal services covered at Tiers 2 and 3 so that they may be covered at a higher Tier.	All bargaining units
Staffing standards premium	Subpar staffing levels will lead to a premium for affected staff.	All bargaining units
Addition of break relief staff	Dedicated staff to cover patient assignments during breaks.	All bargaining units

We still have proposals to present at our next session. Stay in touch with your bargaining team for updates.

NEXT BARGAINING SESSION: SEPTEMBER 29

Apple App Store

Google Play Store



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

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