SEIUHealthcare 1199NW
United for Quality Care

Deaconess and Valley Hospitals
October 19, 2026

BARGAINING UPDATE

We came united and ready to bargain. MultiDON'TCare came to divide.

WE'VE BEEN AT THE TABLE FOR THREE SESSIONS. ALL OF OUR PROPOSALS ARE ON THE TABLE. TO DATE, MULTI-DON'T-CARE HASN'T RESPONDED TO A SINGLE PROPOSAL.

They haven't responded to our proposals on wages, safety, premiums, scheduling, or any other issue introduced at previous bargaining sessions. We're ready to get to an agreement as soon as possible. Management doesn't appear to share this goal.

Worse, members of Multi-Don't-Care's management team were very disrespectful as they continued to try to apply their divisive tactics, interrupting union members in an attempt to keep them from speaking. They still insist on drawing out bargaining with separate bargaining dates for each group. This is unacceptable and a huge waste of time and resources. (Those resources should be going toward more staff and a fair contract!)

Next bargaining dates

October 20, October 27, November 3, December 1

Additional bargaining dates will be set up shortly.



"I consider bargaining to be a business meeting. We need to be professional, respectful, and collaborative. Yet when we come to the table and bargain, MultiCare continues to insist that we censor ourselves to suit their interests rather than having productive conversation. MultiCare's loud disrespect is the opposite of professional." **— Terri Rydman, Surgical Tech, Deaconess OR**



"I tried to back up my tech coworkers on one of their proposals and management's lead negotiator raised his voice and interrupted me, likely in the interest of hearing his own voice. He refused to let me speak and told me, "Take it to the RN team." We're all part of the same team. This is more Multi-Don't-Care disrespect." **— Megan Houdashelt, RN, Valley Medical**



"MultiCare expects us to have their "values" in mind at work, but they don't want to follow them when dealing us at the bargaining table as equals. We've been ready since day one to get this done. All of our proposals are on the table. They need to show they want to come to a fair agreement." **— Sarah Norisada, HUC, Deaconess 7 Tower**

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Our Proposals

Proposal Type	Proposal Description	Impacted Bargaining Units
Changes to Department / Unit Restructure Language	Shift bids during restructures within a department will now be based on unit seniority, while bids during mergers of two or more units will be based on hospital seniority. Restructure language also allows members to bid for any shift within their shift category (day, evening, night), giving members with more seniority more choice during a bid. Under this proposal, any changes to the schedule within twelve months of the restructure must be posted for bid.	**All Bargaining Units**
Temporary Change in Schedule Definition	The definition of a "temporary" change in schedule is currently six months. This allows management to change schedules without posting a position for that entire period. Under this proposal, that window would shrink to 16 weeks.	**All Bargaining Units**
Workplace Violence	This proposal: - Establishes a workplace violence committee that will be charged with gathering and reviewing data, addressing concerns, and creating policies. This committee will include union members. - Requires regular rounding by security staff. - Requires management to regularly provide MOAB and other trainings. - Requires prompt follow up by management to instances of workplace violence. - Allows members to take paid time after experiencing workplace violence without using PTO or sick leave.	
Job class wage proposal	Splits the Cardiovascular/Interventional Radiology Tech to two separate jobs, Cardiovascular Tech and Interventional Radiology Tech. - Also changes current Radiology Tech 2 job title to Interventional Radiology Tech and move to a higher scale EP Techs I, II and III shall receive a market adjustment of 2.5% NEW Perinatal Ultrasound Tech II (formally MFM Ultrasound Tech) to be paid on the Ultrasound Tech II wage scale. Moves Cardiac Sonographer to the Ultrasound wage scale. Anesthesia Tech supply coordinator shall be eligible for lead pay Moves the Health Information Tech to a higher wage scale. Moves the ER Tech job to the Core Tech Assistant scale. Move the Peri-Operative Tech to a higher scale.	**Service and Tech Bargaining Units**
Incentive pay protections	Members will not be shorted incentive pay if they have preapproved PTO during the same pay period. They will also not be low censused when there is a staffing need in an effort to avoid overtime. All hours picked up with less than 24 hours notice will be paid as incentive shifts.	**All Bargaining Units**

Don't let Multi-Don't Care Violate Your Rights at Work

Multi-Don't-Care is violating your rights. Over the last week, management has ordered members to remove stickers that are part of collective action taken by workers at both hospitals. They've also told members that they can't talk about union business at work. Here's the truth:

- You have the right to take what is called "concerted activity" with your coworkers. That means you can: sign petitions; wear stickers, buttons, lanyards and other union materials; you can picket and go on strike without fear of retaliation; you can collectively march on your boss to demand changes; you can speak your mind at work.
- You have the right to have short conversations about union business on the clock. These conversations should be short and can't interfere with work. However, if you can talk about other non-work related topics at work, you can discuss union business.

If you're asked to remove a sticker or button, you should:

- Ask if you'll be disciplined. If the answer is no, keep the sticker or button on. If the answer is yes, take the button or sticker off.
- In both cases, report the incident to your delegate and union organizer.

Your organizers:

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