SEIU Healthcare 1199NW United for Quality Care

Deaconess and Valley Hospitals

October 30, 2026

BARGAINING UPDATE

Management's proposals are ALL TRICKS AND NO TREATS



Our Chief Nursing Officer told us that she believes "Safety First and Cost Second" which sounds a lot like patients over profits. **Unfortunately, the proposals that management brought to bargaining tell a different story.** We have brought proposals to ensure our hospitals are safely staffed, that everyone is able to get their breaks, and that we can recruit and retain the best caregivers in our community. Despite what our Chief Nursing Officer has said, management brought proposals that undermine our standards, will make our hospitals less competitive, and force us to continue to work short staffed.

MANAGEMENT'S PROPOSALS ARE SCARY!

They want to:

- Make it clear that Multi-Don't-Care can use non-bargaining unit staff to fill in for bargaining unit positions
- Mandate members float between hospitals
- Weaken our union strength by making joining the union voluntary
- Make Unit-Based Per Diems a general per diem and increase the requirement to work from 4 shifts to 6 shifts (one per week for 6 weeks)
- Remove the annual cap to mandatory low census and change per pay period cap to 30 hours
- Remove benefit coverage if laid off
- End the Hometown Discount on December 31, 2026
- Remove our staffing committee language and just reference the law
- Reject our proposal on workplace violence
- Reject our proposal to ban break buddies — Management believes the only way to provide breaks is by using break buddies
- Eliminate common expiration of our contracts

NEXT BARGAINING DATES

NOVEMBER 3

DECEMBER 1



"Management yet again came to the table with takeaways such as negative changes in floating language, restructure language, and per diem requirements. Most of us who work at Valley or Deaconess work there for a reason. We don't want to be mandatory floated to another hospital. Management is still waiting to take away our hometown discount. It's more important than ever that we stand strong together to get the best contract for everyone." **Mary Parker, RN, Valley Hospital**



"MultiCare expects us to travel between hospitals to keep patient care going, but where are the protections for us? Why should different department budgets affect our overtime pay? These issues affect all of us, no matter our job title. When we stand together, we have the power to demand better, strengthen our union, and win the contract we deserve!" **Josh Ecksteen, Pharmacy Tech**

"It was disappointing to hear management suggest 'break buddies' as a solution. That could double a nurse's patient load from five to ten! Then they proposed mandatory floating between hospitals. What happens to coworkers without reliable transportation? Could they face discipline? Our patients deserve safe staffing, and we deserve real breaks and a contract that protects us!" **Katina Stanbrough, Bargaining Team Member union**

WE FILED AN UNFAIR LABOR PRACTICE OVER MANAGERS FORCING US TO REMOVE OUR MULTI-DON'T-CARE STICKERS AND BUTTONS

We have the right to take what is called "concerted activity" with our coworkers. That means we can: sign petitions; wear stickers, buttons, lanyards and other union materials; we can picket and go on strike without fear of retaliation; we can collectively march on our boss to demand changes; and we can speak our mind at work.

Over the last week, management has ordered members to remove stickers and buttons that are part of collective action taken by workers at both hospitals. We filed an unfair labor practice to tell the National Labor Relations Board that we believe MultiCare violated federal labor law when they forced members to remove their stickers and buttons.

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.

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