SEIU Healthcare 1199NW
United for Quality Care

Deaconess and Valley Hospitals
November 9, 2026

BARGAINING UPDATE

MultiCare wants to gobble gobble away our hard-won contract protections. We say: NO TAKEAWAYS!

MultiCare bosses have really earned their Multi-Don't-Care label. They've tried to divide us with separate bargaining tables. They've come to bargaining with insulting wage proposals and takeaways. At our last meeting, they didn't even have responses to all of our proposals from previous sessions. We've had 6 bargaining sessions so far and still management hasn't brought all their proposals or responses to all of ours. What's holding them back? Why are they stalling the process and wasting our time?





"MultiCare believes if they change a few words, we will not notice that their proposals are the same terrible nonsense. We work where we work and don't need MulitCare to tell us to float to Deaconess. Who is going to pay for my gas?" **—Judy Mayhew, Pharmacy Tech, Valley**



MultiCare has insisted on separate tables for tech, service, and nurses to discuss specific problems. Yet they exclude job classes and forget about these proposals when at the specific table." **— Niki Johnston, Pulse CVIR, Deaconess**



"Management is proposing the same takeaways for each separate bargaining session. Our members are being denied time to attend bargaining. Management still refuses to do the most efficient thing which is to all meet at the same table. We are showing up united and will continue to do so." **—Callie Allen, OB RN, Valley**



"They are proposing to take the cap off of low census while trying to get us to float to other facilities. If that is the fix for low staffing at other facilities, why get rid of the LC cap? They are dividing us to confuse us and wear us down, little do they know they are just making us come together stronger." **— Zaiden Yager, Imagining MRI, Deaconess**

We're not interested in takeaways that cost our members, make our work lives harder, and allow Multi-Don't-Care to get away with lazy and ineffective solutions to staffing problems. We're not interested in wage proposals that keep us struggling to make ends meet. We're not interested in showing up to the table only to have management unprepared for bargaining. They need to show up to the table ready to bargain.

Takeaway	What this takeaway means
Eliminate Hometown Discount	This will dramatically increase the cost of services for MultiCare employees at MultiCare facilties. This will drive up healthcare costs for healthcare workers. This is the "company store" model of health coverage.
Weaken low census protections	This proposal eliminates the annual cap on mandatory low census and, depending on the bargaining unit, increases the number of low census hours a worker can be given each pay period. This means that management can significantly reduce your take-home pay.
Mandatory floating between hospitals	MultiCare wants to float workers between hospitals instead of hiring enough staff to adequately care for patients at each hospital. Their solution to staffing challenges is making your work life harder.
Weaker rest between shifts	Limits rest between shifts for workers to 8 hours instead of 10 or 12.
Allow non-union staff to do union work	Management wants even more authority to shift union work to non-union work. This would be above and beyond their ability to hire travelers.
Divide us with union-busting dues proposal	We all pay our fair share at Deaconess and Valley hospitals. Management wants to divide us and break our unity by making dues and fees related to our union optional.
Remove health benefits portion of lay off rules	If you're laid off, our current contract language guarantees a certain amount of pay and benefits, with the amount and duration of both based on length of service. Management has proposed eliminating the benefits portion.

Proposal type	Union	Management
Wages - RN	20% increases upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	2% increase upon ratification; 1.5% increase in year 2; 1.5% increase in year 3.
Wages - Tech	20% increase upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	**Year One:** 2% Market Adjustments in year one: - Echocardiographer: 7% total raise - MRI Tech: 10% total raise - Mammography Tech: 13.5% total (no one currently holds this role) - CT Tech: 8% total - Nuc Med Tech: 5% total **Year Two:** 1.5% Market Adjustments in year two: - Cardiovascular Interventional Rad Tech: 4% total - Echocardiographer: 4% total - MRI Tech: 4% total - Cardiac Ultrasound: 4% total - Vascular Ultrasound: 4% total - CT Tech: 4% total - Nuclear Med Tech: 3.5% total - Pharmacy Tech 2: 3% total
Wages- Service	$8 an hour increase upon ratification of the new contract; 6% increase in 2027; 6% increase in 2028.	2% increase upon ratification; 1.5% increase in year 2; 1.5% increase in year 3; 1.5% increase in year 4.
On-Call	Washington state minimum wage for on-call pay; Washington state minimum wage plus $1 an hour for on-call pay on a holiday.	**REJECTED**
Charge Pay	$5.00 an hour	**REJECTED**
Certification Pay	$1.50	**REJECTED**
Evening Shift Differential	$3.75	**REJECTED**
Night Shift Differential	$6.00	**REJECTED**
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.	**REJECTED**
Float Pay	$3.50 an hour	**REJECTED**
SANE Premium	$250 per exam and the right for nurses to refuse to become SANE certified.	**REJECTED**
RN Degree Premium	$1.25 an hour for BSN; $1.75 an hour for MSN or PhD.	**REJECTED**
Interpreter Premium	$2.00	**REJECTED**
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.	**REJECTED**
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.	**REJECTED** (and MultiCare wants to eliminate the Hometown Discount).
Staffing standards premium	Subpar staffing levels will lead to a premium for affected staff.	**REJECTED**

Don't let MultiDON'TCare Violate Your Rights at Work

Next bargaining dates: December 1, December 7, December 14 & December 17



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