

97.6% in Favor of Strike Sanction

We take care of you, it's time for MultiCare to take care of us.



Strike Sanction Vote: 97% in Favor

An overwhelming 97.6% of votes cast were in favor of the strike sanction—sending a clear message to corporate that you're united and serious. **This show of solidarity puts real pressure on them to bargain in good faith on the remaining issues, including wages.** Your bargaining committee is energized by this momentum and hopeful we can win the strong first contract you deserve.

Bargaining Update: May 14

Positive Development: We're pleased to announce that your bargaining committee reached a Tentative Agreement (TA) on Article 8: Safety and Security. This agreement includes several important wins for Parkland workers:

- Delegates on the safety committee, giving you a direct voice in workplace safety decisions.
- Improved lighting in the employee parking lot.
- A clause to reasonably accommodate employees requesting a security escort to their vehicles.

The full TA is available on the website.

Critical Development: Wages remain stalled. Your Bargaining Committee will submit a final wage proposal to corporate. Once they respond with their final offer, all Parkland employees will vote on the full contract.

Right now, corporate's wage proposal fails to match the pay of the other OCEDs—a disrespectful position given the unique challenges you face at Parkland everyday.

What's Next?

- Corporate submits their **best offer**
- All Parkland employees **review** the contract. We'll hold an all hands meeting to review the offer.
- You vote to **accept or reject** the contract
- If a majority **accept**, the contract is ratified.
- If a majority **rejects** the contract, negotiations continue and you'll vote on whether or not to strike

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<https://multicareparkland.godaddysites.com/>



Your Union Buddy

RN: Melissa Demyan 206-747-0988
EST: Daniel Zamora 916-594-3258

RAD Techs & LPN: Sacha Bommarito
206-660-1670
PAT: Bailey Borsos 916-956-7747



We're Done Waiting.

We take care of you, it's time for MultiCare to take care of us.



What Happened?

Bargaining Summary: Friday's bargaining session ended in frustration. The company came up only 0.5% on their wage proposal — an insulting offer that shows they're not serious about addressing your top priorities like wages, safety, and pay in lieu of benefits. **They continue to drag out the process instead of making real progress.**

It's clear we need to push harder to demand the company to seriously address your concerns and make greater moves towards the unions positions. So, we will be holding a Strike Sanction Vote. You deserve a fair contract, and it's time to take the next step to fight for it.



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The Power is Yours

As bargaining unit members, only YOU have the power to:

- Accept or reject the contract
- Decide whether or not to go on strike

**VOTING "YES" ON STRIKE SANCTION
VOTE IS ABOUT KEEPING OUR
LEVERAGE STRONG AT THE TABLE.**

Strike Sanction Vote

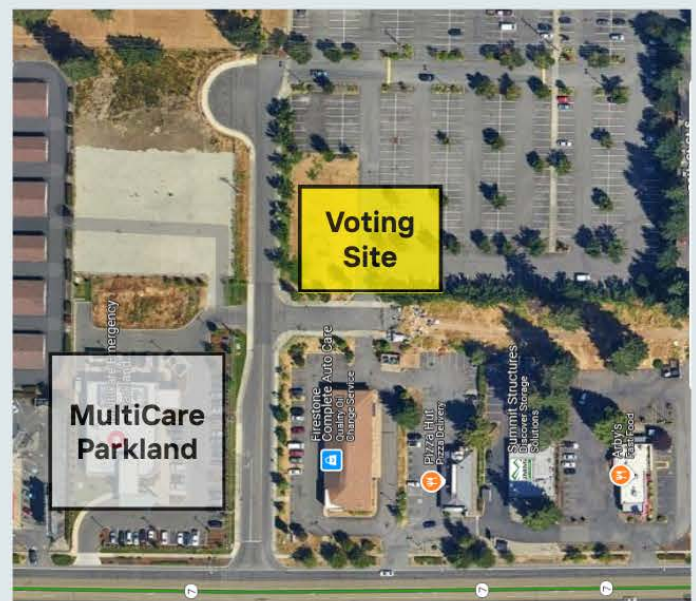
Wednesday, May 14

2:30pm - 9:45pm

Thursday, May 15

5:30am - 1pm

**Voting will take place in the corner of the
Home Depot parking lot**



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Your Voices on the Picket Line

We take care of you, MultiCare needs to take care of us.



Regardless of Corporate's Aggression, Strong Support on the Picket Line

The company's aggressive stance didn't stop your voices from being heard.

While workers were unable to join the picket line, IAM members, staff, retirees, and the Pierce County Labor Council showed up in force to stand in solidarity and send a powerful message: **We will not be intimidated. We are not alone.**



What's Next?

The next bargaining session is scheduled for Friday, May 9th.

We're hopeful that the pressure, visibility, and public support from the picket will stay fresh in the company's mind — and drive results at the bargaining table.

Your bargaining committee is working tirelessly and remains committed to securing a fair contract that reflects your worth, protects your rights, and delivers what you've earned

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Informational Picket FAQ

It's time to show our strength



What is an Informational Picket?

Informational picketing is a gathering of union members to raise public awareness and put pressure on companies to bargain in good faith.

It's often used when contract negotiations have stalled and there's a need to increase pressure on management to bargain in good faith. **A strong turnout of members sends a powerful message, builds public support, and helps drive real change.**

A union is only as strong as its members. Showing up—sends a clear message: we're united, engaged, and ready to get the contract we deserve!

Is a informational picket a strike?

No, an informational picket is not a strike. It's a public demonstration while members continue working.

Can workers get disciplined for participating?

No. participating in an informational picket is your protected right under federal law. MultiCare cannot discipline you for joining or talking about the picket. It's also illegal for management to question you about your plans or discuss the action with you in a way that could discourage participation.

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Media Attention- Press Releases

We've sent out press releases to bring media attention to your informational picket. The more coverage we get—and the more workers who show up—the greater the pressure on corporate to do the right thing. Let's make sure they hear us loud and clear!



The press release is posted on the website. Scan the QR code to read it.

May 5th Informational Picket

Sign Up for a time slot on the Website

What: Demonstrate outside Parkland to raise awareness of MultiCare corporate's bad faith bargaining and ULP charges.

When: Monday May 5th
2 - 6 pm

Where: Sidewalk Infront of Parkland



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32 Minutes.

The Corporate team stayed at the table for 32 minutes yesterday.



What if YOU worked 32 minutes of a 7 hour shift?

Summary: During yesterday's seven-hour bargaining session, the MultiCare corporate team spent a total of 32 minutes at the table instead of working toward a fair contract.

Despite their absence, your bargaining team remained committed to progress, passing three articles across the table including; seniority, safety & security, and management rights.

In contrast, corporate returned just one—compensation. While they made moderate moves on premiums and differentials, **they made no change to their low-ball wage proposal.** MultiCare showed once again that they are unwilling to recognize the value of frontline healthcare workers.

Don't be a bystander. Get ready to fight for the contract you've earned.

MultiCare Doesn't Move Without Worker Action — History Proves It

Multicare's history makes one thing clear: they don't hand over fair contracts without workers taking action. Their playbook is to stall and dig in until workers rise up through picketing, striking, petitioning, and standing strong together.

This pattern has played out time and again—at Tacoma General, Auburn Medical Center, and Deaconess and Spokane Valley hospitals. Real progress only comes when workers show their power through united action.



MultiCare Auburn Caregivers Prepare For Picket

BY ELIZABETH MILLER ON FEBRUARY 30, 2019

Advertisement

Caregivers from the MultiCare Auburn Medical Center will be holding an informational picket for Quality Care on Thursday, February 21st. The picket and community rally will be held outside of the MultiCare Auburn Medical Center Emergency Room. The picket and rally are a means for MultiCare Auburn Medical Center caregivers to share their concerns with patients and community members.

LOCAL

You might see picketers today outside a Tacoma hospital. Here's what's happening

By Debbie Cockrell

June 12, 2024 1:13 PM



Workers represented by UFCW 3000 prepared for an informational picket to take UFCW 3000

THE SPOKESMAN-REVIEW

Washington Idaho Business Education

NEWS > HEALTH

Spokane MultiCare hospital workers rally as contract negotiations stall

May 19, 2021 | Updated Wed., May 19, 2021 at 9:09 p.m.



Health care workers gather Wednesday outside MultiCare Deaconess Hospital in Spokane for an informational picket and rally to call on MultiCare management to listen to frontline caregivers. (IAN PELLETHE SPOKESMAN-REVIEW) [Buy this photo](#)



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Change Happens When We Stand Together.

Don't sit this out.



Your Pressure Is Driving Change. Keep the Heat On, Don't Back Down!

Your solidarity is forcing real progress. Corporate has compromised on noneconomic proposals, agreed to mediation on economic ones, and is now spreading misinformation because they're afraid of your power. Don't be a bystander—your voice is affecting their strategy.

The website is updated with all proposals. Our next bargaining date is April 3.

ULP vs. Economic Strike: MultiCare Broke the Law by Withholding Your Raises

8 Unfair Labor Practice charges (ULP) have been filed against MultiCare- including for withholding your raises. MultiCare can settle this ULP charge at any time by providing your raises and retroactive pay.

Worker's can choose to put more pressure on corporate to settle by participating in solidarity actions, including striking. **This would be a ULP strike, not economic.**

Workers have protections for ULP strikes including:

- Cannot be permanently replaced.
- Must be reinstated without retaliation.

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**Corporate won't change on their own.
They move when we move them.
Organize. Speak out. Take action.**



Picket Vs. Strike

A picket is a demonstration outside a workplace when an employee is not working, not affecting daily operations. A strike occurs when workers withhold labor and protest to demand change. Workers are protected from replacement or retaliation in both actions.

Solidarity Action Survey



Your Union Buddy

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We Need to Hear from You

Corporate Owes You—Are You Willing to Fight for It?



As we enter mediations, its more important than ever to put pressure on corporate. Answer the survey and let us know what you want to see next.



Now is Not the Time to Let Up—Keep the Pressure On for What You Deserve!

Without organizing and taking action, you're leaving your top priorities—like wages, retro pay, and safety—up to the goodwill of MultiCare's corporate team. Get involved to demand the improvements you deserve.

Solidarity Action Survey

What: We're conducting this survey to gauge interest in future solidarity actions that Parkland workers can take in the weeks and months ahead. Your input will shape the path forward.

When: Submit your survey by
April 1



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Bargaining Update Mar 18

We take care of you. MultiCare needs to take care of us.



Update: Strength Pushes MultiCare Back to the Table, But Compensation Remains Unanswered

Summary: Your bargaining team returned to the table to work on many of the non-economic articles. MultiCare was more willing to work through topics that had been stalled for months due to their refusal to engage. This willingness to collaborate is no accident—it's clear they're feeling the pressure as Parkland workers come together and organize.

Your bargaining committee has made attempts to work with MultiCare to build a fair compensation proposal and corporate continues to hold to an unreasonable position. In an effort to break the deadlock, both sides have agreed to enter into mediation. **The Next Bargaining Session is on April 3.**

What is Mediation?

Mediation is offered through the Federal Mediation and Conciliation Service (FMCS) agency. They provide a neutral third-party to help facilitate negotiations. They don't make decisions but work to keep discussions productive and push for a fair resolution. **With or without mediation, you have the power to demand a fair compensation package.**

Winning fair compensation and breaking this stalemate requires both internal and external pressure. Now is the time to step up and get involved—your action is already making a difference!

We Can't Do This Without You

The last two bargaining sessions have been influenced by your solidarity but we can't stop applying pressure until we achieve the wages you're owed and worker's safety being addressed.

What's Next?

The Pierce County Labor Council is ready to stand with you! Check out the video on the website.

Join the Zoom session on Friday to strategize with us.



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The Best Strategies Will Come From You

What do you want to see next?

...informational pickets, press releases, petitions, a rally, something else...

Tell us what you want to see!

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**We Can't Do This for You
Presentation + Strategy Meeting**

Friday at 11am

Zoom Link Available on the Website

Retro Pay? Yes Way

Corporate Owes You—Are You Willing to Fight for It?



Are We Fighting for Retro Pay?

Yes, we're fighting for retro pay at the bargaining table and have filed a ULP charge for MultiCare withholding the raises in the first place.

Retro Pay Is on the Bargaining Table

Your bargaining team has been fighting for retro pay and formally proposed retro pay as part of the full compensation package on March 7th. MultiCare corporate did not agree to the proposal yet.

The more Parkland workers take action, the more pressure corporate will feel about retro pay. Get involved today and make it known you care about the wages you're owed!

What is Retro Pay?

Last year, MultiCare withheld raises from Parkland workers. **You still deserve those wages.** Retroactive "retro" pay compensates for this by adding the lost wages from the withheld raise to your paycheck.

When Would You Receive Retro Pay?

Your bargaining team is working to secure retro pay in your contract. If it's included and a majority of Parkland workers vote "yes" to ratify the contract, you will receive the owed wages soon after.

If You're Not at the Table, You're on the Menu

Without organizing and fighting for it, you're relying on the goodwill of MultiCare's corporate team to address your top priorities. Get involved to secure improvements for your wages, retro pay, and safety concerns.

"We Can't Do This for You" Presentation & Strategy Meeting

What: Join one of our two upcoming strategy sessions to discuss how you can build power at Parkland. **This will be a two-way conversation.** We want to hear what strategies you want to do.

When: Two Sessions

- Session 1: Sunday, March 16 at 5pm
- Session 2: Friday, March 21 at 11am

Where: Both sessions will be on Zoom. Links will be sent out by your union buddy and posted on the website.



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Bargaining Update Mar 7

We take care of you. MultiCare needs to take care of us.



Update: Corporate Dug in Their Heels

Summary: Your bargaining team returned to the table with the full compensation package, fighting for better wages and stronger protections for the pay-in-lieu policy. MultiCare's corporate negotiator, Shawn, reacted angrily at the suggestion that you deserve raises. Their frustration shows that the pressure from your unity and "Where's My Raise?" stickers is working.

MultiCare felt the pressure you're putting on them by wearing your stickers! Let's continue putting the pressure for your top priorities—wages, safety, and pay-in-lieu

Get involved Now!

Now is the time to get involved and turn up the pressure! Your voices and actions are making an impact, and we need to keep building momentum.

What's Next?

We're planning interactive webinars to hear directly from you—what actions you want to take and how we can escalate our fight for fair wages and safety. Plus, get ready for an upcoming T-shirt day to show our solidarity loud and clear. Stay engaged, stay united, and let's keep pushing forward together!

Positive Development

TA reached:

- Article 17: No Strike/ No Lockout.
 - This article outlines that after the contract is ratified workers will not participate in work stoppages nor will MultiCare lockout workers.

Read the full TAs on the website below.



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Text Your Union Buddy Your T-Shirt Size TODAY

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Parkland Organizing Update: March 4th



Solidarity Action: Sticker-Up Day on March 7th!

Simply waiting for Corporate to change on their own isn't working. We need to show them we're united - it's time to turn up the pressure.



Who Decides?

It's clear local management at Parkland isn't delaying. Corporate has created all these problems - from not paying raises which are owed, to not addressing safety concerns, and delaying during bargaining.

What is solidarity?

Showing corporate that you're committed to standing up for your rights and what you're owed, and that you're not going to back down until they address your priorities, is going to take all of us.



We need help distributing stickers! Reach out to your department's union buddy as listed below:

- RN: Melissa Demyan 206-747-0988
- EST: Daniel Zamora 916-594-3258
- PAT: Bailey Borsos 916-956-7747
- RAD Techs & LPN: Sacha Bommarito 206-660-1670

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Why Organize?

Organizing is how we flip the script, and make corporate face and deal with all the problems they've created. Right now they're hoping you'll just give up and their problems will go away. If you're organized and you show solidarity, it creates the pressure needed for corporate to make better decisions and treat you with the respect you deserve.

Sticker-Up Solidarity Day

When: Friday, March 7th

What: Wear your solidarity sticker during your closest shift to/on Mar 7.

Why: It's time to take action by showing solidarity.



Bargaining Update Feb 17

We take care of you. MultiCare needs to take care of us.



Update: Corporate's Strategic Disregard

Summary: Your bargaining team came ready to negotiate, securing three new TAs. However, corporate continued to deliberately ignore your top priorities—pay, the pay in lieu policy, and worker's safety—hoping to wear you down. You and your coworkers at Parkland have the strength to demand real change.

If you don't want to accept Corporate's low ball wage offer, their removal of the Pay in Lieu policy, or their disregard for worker's safety, It's time to get involved!

Positive Developments

Three TAs reached:

- Article 3: Representation
 - Outlines union access, establishes a union bulletin board, your right to shop stewards, and new hire introductory meeting.
- Article 6: Discipline & Discharge
 - Defines your protections against arbitrary or unfair termination or discipline and your right to union representation.
- Article 16: General Provisions
 - Overviews that once the contract is ratified, both sides agree they negotiated fully and won't renegotiate unless both agree to do so.

Read the full TAs on the website below.

How Much Longer?

Waiting for the Corporate team to come to the table *for your top priorities* isn't working. It's time for us to put pressure on corporate. Let them know you stand together. How much longer are you willing to wait?

What is solidarity?

At Parkland, local management isn't the main issue—corporate is responsible for failing to pay raises, ignoring safety concerns, and stalling bargaining.

Solidarity is standing together to show corporate you won't back down until they address your priorities and show you the respect you deserve.

What can be done?

We have options to put pressure on corporate to address your top priorities. **Parkland solidarity is at the core of the best strategies.**

- Sticker Day: Wear a union sticker proudly, showing management that we stand united. We're here to support this and could use volunteers from every department. Let's make it happen together!



How to get involved?

Corporate won't feel the pressure without the involvement of many Parkland workers. Now is the time for you to take action. Reach out to your department's union buddy as listed below:

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Bargaining Update Feb 6

We take care of you. MultiCare needs to take care of us.



Update: Corporate's Low Ball Wage Offer

Summary: MultiCare's corporate team finally came to the table with their first counteroffer on wages. Unfortunately, it is a lowball offer and would keep your wages below all other OCEDs.

Critical Developments:

- MultiCare's wage counteroffer included very minimal increases for most job classifications and **NO** increase for LPNs.

MultiCare's wage offer would keep your wages lower than all other OCEDs.

- MultiCare's corporate team continued to push for the removal of the Pay in Lieu of Benefits policy. **If you accept, this would result in a 15% pay cut for 47% of Parkland workers.**

Positive Developments:

- Significant progress has been made on many of our proposals, and we are optimistic about reaching tentative agreements soon. Stay tuned for updates as we work to finalize them in upcoming bargaining sessions..
- Our next bargaining date is February 17

Wages Need to Keep Up

At the bargaining table, your bargaining committee is fighting for wages that recruit and retain great staff and keep up with the real world. We're disappointed in MultiCare's low ball offer that keeps us behind.

We know this isn't MultiCare's best offer and that it fails to respect your experience and skills—but **Parkland workers have the power to fight for better.** Standing together shows management that you won't accept this offer.

What is their proposal?

Below are MultiCare's offer for Step 1 pay. **View the full wage chart on the website below.**

Job		Step 1	Change
LPN	Current	\$25.29	No Change
	Offer	\$25.29	
RN	Current	\$44.45	1.99%
	Offer	\$45.34	
PAT	Current	\$21.82	7.0%
	Offer	\$23.35	
EST	Current	\$21.25	6.98%
	Offer	\$22.74	
RAD	Current	\$37.44	6.99%
	Offer	\$40.06	

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You're Invited- Education Webinar

We're hosting a education webinar next week. We'll be diving into the bargaining process and discuss strategies to win. All Parkland workers are welcome.

- Date:** Wednesday, Feb 12
- Time:** 7pm
- Location:** Hosted on Zoom.

Access link will be posted on the website.



Breaking Down MultiCare's Pay in Lieu of Benefits Proposal

We take care of you. MultiCare needs to take care of us.



What is the proposal?

At the bargaining table last week (Jan 21), MultiCare's corporate team proposed **removing** the Pay in Lieu of Benefits policy.

This policy allows employees the option to take a pay increase rather than enrolling them into the company-provided healthcare plan. 40% of Parkland workers choose this option.

***If corporate gets their way,
40% of Parkland
employees would have
their pay cut by 15%***

What would this mean for your paycheck?

If you take pay in lieu of benefits now, below is how your paycheck will be affected.

If you make...	Without Pay in Lieu, you'll make...
\$19/hr	\$16.15/hr
\$35/hr	\$29.75/hr
\$50/hr	\$42.50/hr
\$65/hr	\$50.25/hr
\$85/hr	\$72.25/hr

Corporate Choice vs. Personal Choice

MultiCare's corporate offices has already removed this policy from **Good Samaritan** and **Tacoma General**, stripping employees from their choice to take pay or the company-sponsored healthcare plan.

We believe Parkland workers should have the right to decide what's best for themselves and their families: whether to enroll in the healthcare plan or keep the money in their paychecks. This decision is personal, not corporate.

***This is about you keeping the
option to choose to have the
healthcare benefits or
cash in your pocket.***

***You should have the choice,
not Corporate.***

What's Next?

This proposal is about corporate greed—they want to take away your choice and make this decision for you.

Without a union, the company has complete control over your pay and benefits. They can change them at any time, without your input or consent. **With a union, you have a voice and the power to push back.** Now is the time to get involved. Stay informed by checking the website below for upcoming meetings. Attend and make your voice count.

The fight isn't over. Your bargaining team will return to the table on February 6th to continue negotiations.

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Bargaining Update Jan 21

We take care of you. MultiCare needs to take care of us.



Update: Corporate's Returned to the Bargaining Table With What?

Summary: MultiCare's Corporate team finally came to the table in a show of good faith, likely as a result of the pressure you've put on them but, as highlighted in the critical developments some proposals do not benefit you.

Critical Developments:

- MultiCare's corporate team proposed to eliminate the Pay in Lieu of Benefits policy.
This would affect ~40% of Parkland worker's, immediately reducing their pay by 15%.
- While MultiCare's bargaining returned some proposals, they failed to return any of the economic package. This means they've refused to give any indication of their counteroffer for your compensation.

Positive Developments:

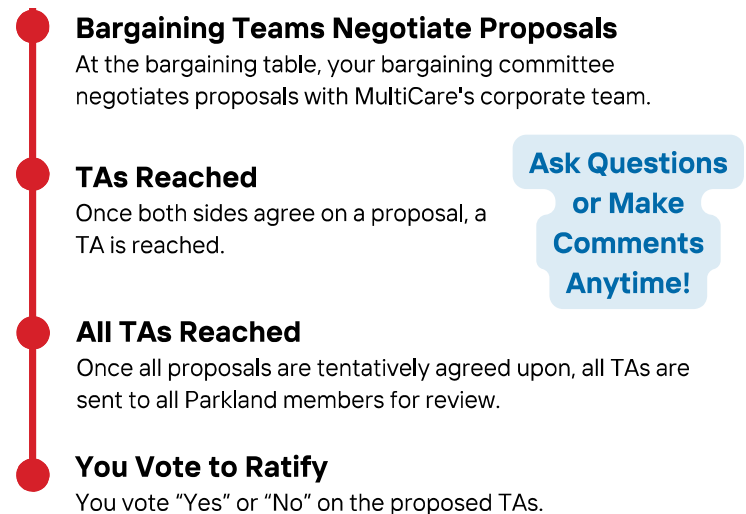
- MultiCare's corporate team came prepared. The corporate team stayed at the table for the majority of bargaining time. This is a major improvement from their past behavior and is likely a result of the solidarity you have used to pressure them to bargain in good faith.
- Two new TAs reached for Article 4 & 7. Read the full TAs on the website.

What are TAs?

A tentative agreement (TA) is just that, a preliminary agreement made by MultiCare and your bargaining committee. A TA is NOT the final contract. When the time comes, the TAs for all proposals will be packaged and sent to you for review before voting to ratify the contract.

Ratifying the contract is an opportunity for everyone to vote "Yes" or "No" to accept the TAs as they are written. If a majority vote "Yes" the contract becomes legally binding, meaning MultiCare must abide. If a majority votes "No" the bargaining teams will return to the bargaining table to renegotiate.

Where Are We in Bargaining?



Get Involved

We want to hear your thoughts about these updates.



Beth Bergeon, IAM Rep

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- Phone: 206-390-0020



Melissa Montgomery-Demyan, Organizer

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2024 MultiCare Bargaining Review

Bargaining Update Jan 18, 2025



We Are Committed!

Our bargaining team has worked tirelessly to ensure your collective voice is heard.

MultiCare's corporate bargaining team needs to be held accountable for their lack of commitment reaching an agreement. Read all outstanding proposals and full descriptions on the website below.

MultiCare, Come to the Bargaining Table!

It is unacceptable that all bargaining days have been cut short or cancelled because MultiCare's corporate team refuses to stay at the table. Our bargaining team is working around our full schedules to be present and productive. MultiCare needs to return the respect.

Scheduled	Time Corporate Showed
Jul 30: 1-5pm	Left early at 2:13pm
Aug 8: 1-5pm	Arrived late at 1:17, left early at 3:08pm
Aug 23: 1-5pm	Arrived late at 1:15, left early at 4:45pm
Sept 10: 10-5pm	Arrived late at 10:28am, left early at 1:53pm
Sept 24: 10-5pm	Arrived late at 10:32am, left early at 2:17
Oct 8: 10-5pm	Arrived late at 10:11am, left early 2:20pm
Oct 22: 10-5pm	CANCELED by MultiCare
Nov 14: 10-5pm	Arrived late at 11am, left early at 2:42pm
Dec 9: 10-5pm	Arrived late at 10:10am, left early at 3:50pm
Jan 9 10-5pm	Arrived at 11:30am, left 20mins later. Came back at 3:30 left at 3:41
Jan 21 10-5pm	Scheduled
Feb 9 10-5pm	Scheduled

Bargaining Proposals

Our Proposals		Agreement (TA) or Response
1	Recognition	TA (Aug 8)
2	Membership	Response: Corporate Countered with an Anti-Union Proposal.
3	Representation	Response: Corporate wants to deny Union access or a union bulletin board
4	Definitions	Response: Corporate Countered.
5	Seniority	Response: Corporate doesn't want you to have recall rights.
6	Discipline & Discharge	Response: Corporate wants to keep their unilateral control of your careers.
7	Grievances	Response: Corporate doesn't want you to have strong procedures for disputes.
8	Safety & Security	Response: Corporate believes there are no safety issues nor a safety committee.
9	Hours of Work & OT	Response: Corporate does not respect your time.
10	Leaves of Absence	No Response: We've proposed the same language as Good Sam
12	Compensation	No Response.
13	PTO/EIT	No Response: Again, we've proposed the same language as Good Sam
A	Wages	No Response.

Corporate Proposals		Agreement (TA) or Response
14	Benefits	We've submitted an information request they've failed to provide.
15	Mgmt Rights	Corporate wants absolute rights to make decisions for you.
16	General Provisions	Defines the legality of the contract.
17	No Strike/ No Lock Out	Corporate wants to strip you of your legal right to all protected concerted activity.
18	Duration	Corporate proposed a 3 year contract without retroactivity. They proposed this so they wouldn't have to give you the raise and backpay they still owe you.

*This is not a complete list. Talk to your bargaining team or scan the QR code to learn more.

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