

# CHI Needs to Respect RNs

Our hard work and dedication to patients and the community is what makes St. Elizabeth a great place to get care. But when CHI tries to erode standards by cutting or reducing our benefits, that leads to decreased quality of bedside care. Our commitment is to be there for our patients and keep our families and community healthy. CHI St. Elizabeth needs to raise their standards, too.

Last week we wore stickers to show our unity and made progress in bargaining this week. CHI is still proposing the same low-standard corporate cuts we know are a step in the wrong direction, but we are hopeful that they will make a commitment to us and our community, adopt the bargaining proposals we voted on, and make sure St. Elizabeth remains a great place to work and get care for years to come.



"We rely on our low census fund to make sure we can pay the bills when census drops. We also use it to get a lot of projects done when we are on low census. It is crazy to eliminate the low census fund."

**Sara Peterson, RN Surgery**



"HRNs belong in the union and we will stay in the union."

**Sherry Tomt, HRN**



## OUR PROGRESS IN BARGAINING

- Commitment to credit for LPN past experience
- Mandatory meeting and two-hours minimum pay
- Protected two-hour release
- Updates to staffing committee
- Low census rotation updated
- Fixing paycheck errors more quickly

	Our Priorities	CHI Corporate Bottom Line
<b>Raises to support our families and keep staff at St. Elizabeth</b>	Year 1: 5% Year 2: 4% Year 3: 4% Year 4: 3.75%	Year 1: 2% Year 2: 2% Year 3: 2% Year 4:
<b>Staffing and Quality Care</b>	Break Relief RNs  Dedicated 1:1 sitters  Dedicated charge (no patients)	NO to our staffing priorities  Takeaway: Remove HRNs Eliminate Low Census Fund
<b>Benefits for our families</b>	Medical Insurance (see chart below for details): Maintenance of benefits, reduced premiums  Retirement: Raise base contribution to 6.3% and employer match 100% of first 2% employee contribution	CHI wants a "blank check" to raise rates and change coverage without notice  NO

## WE are proposing healthcare premiums that will keep our families healthy

Premiums per pay period - 2020	Tier Level	CORE PLAN		BASIC PLAN		HD/HSA Plan	
		SEIU	CHI	SEIU	CHI	SEIU	CHI
	Employee Only	\$6.05	\$48.89	\$0	\$0	\$0	\$0
	EE+ Spouse	\$ 71.17	138.12	\$53.43	100.01	\$30.65	\$61.82
	EE+ Child(ren)	\$58.60	115.88	\$44.03	82.47	\$25.30	\$52.33
	EE + Spouse + child(ren)	\$103.52	199.46	\$75.44	141.31	\$45.99	\$91.56

### Health Bonus:

If a HRA is not offered by the CHI-FH health plans in benefit year 2020, 2021, 2022, 2023, employees will be entitled to receive health bonus as follows:

\$500 for employee-only coverage

\$1,000 all other tier levels

**Our next bargaining date is October 9th**