

We've reached agreement for respect, transparency, and back pay regarding back-dated tax withholding on our health benefit expenses

As a union, we unite and take action to make sure CHI treats us with respect, consideration, and fairness. Many of us were very surprised in late 2018 to receive notice telling us that we hadn't provided appropriate documents to support how we used our health benefit debit card, known as the Health Equity card, as far back as 2015. It was unacceptable for management to require us to obtain documentation for care we or family members received up to four years prior, with no process for exceptions or consideration for hardships. CHI did not notify us as a union or give us an opportunity to bargain about this change. CHI garnished individual union members' paychecks for the taxes we would have owed, had this money we spent on healthcare expenses been income. **Some of us were taxed on thousands of dollars of additional "income" even though our actual additional income was \$0.** CHI management or their contractor, Health Equity, made a compliance error, but we were the ones who were financially penalized.



"This is a very huge win for all SEIU members to get what we deserve, what we fight for. This is right — CHI took our money and now we get our money back. This is our money, we work hard. Thanks for the union representatives to all delegates and all members to their non-stop fighting all these years to help all of us."

Nilda Warren, CNA, SJMC

Union members at St. Joe's united to hold CHI management accountable through group meetings with management, a union-wide grievance, and an Unfair Labor Practice charge with the National Labor Relations Board. We expanded our unity to St. Clare, Highline, and St. Elizabeth as we came together and realized how many of us were affected. Our process of escalating grievance meetings at four hospitals was long, but staying the course was worth it. **We have now reached a settlement with CHI where CHI will pay back more than \$11,000 that CHI took from the paychecks of around 70 coworkers at the four hospitals, who had more than \$500 in additional "income" that was taxed.**

Staying strong, we made CHI pay for their decision to outsource the consequences of their error from a multi-million-dollar multi-state hospital system to frontline, hourly-wage healthcare workers. We also got a written agreement that management will deal with any discrepancies in documentation related to the Health Equity card immediately at the end of the year in which the expenses occurred, rather than multiple years later. They will also notify the union in the future if there are changes to how the process works, so we can understand and make sure the process is fair prior to it being implemented.

Those of us receiving this payment will see it added to our paycheck in the next pay period. Talk to your organizer if you have questions about the resolution of this grievance.

St. Elizabeth Tech bargaining update: Important improvements but management has not moved far enough!

Recruitment and retention are key issues because they affect our staffing. We have made important gains in staffing language, an actual pathway to addressing our issues, but without wages to attract, recruit, and retain staff we will never have enough techs to cover all the shifts. It is unacceptable for management to offer 0% in the first year to some of our colleagues.

Key issues:

CREDIT FOR PAST EXPERIENCE	
Union	Management
Year-for-year credit for past experience. One-time audit to ensure all current employees are at the appropriate pay step.	Year-for-year credit up to 10 years.
WAGE INCREASES	
Union	Management
2020 – 5%, full retro, MRI tech 4% on ratification 2021 – 4%	2020 - 1.5% only for CT, MRI, Rad Tech, and Sonographers 2021 - 1.75% with a new top step 2.75% increase 2022 - 1.75% all positions

Bargaining Team members

Kelli Renard
Sonographer - Ultrasound

Jason Schaeffer
CT Technologist - CT Scan Services

Kurt Dunning
Sonographer - Ultrasound

Chad Reilly
Radiologic Technologist – Radiology Diagnostic

Respect for EVS at HLMC

EVS workers deserve a respectful, safe work environment, and when we felt management wasn't providing that, we took action. Environmental service workers were being subjected to yelling, violations of privacy, changes to our work patterns and threats to our jobs and reputations. When these concerns were brought to our supervisor, nothing was done. Enough is enough. Members joined together and demanded a meeting with our manager, director, and human resources to lay out our concerns. One by one, members made our voice heard about the issues we have been facing and supported each other in a call for change. At the end of the meeting, management agreed that they want to live up to shared values of a safe and respectful working environment.

Next steps: Follow-up meeting with management and human resources for resolutions and written response.



“I’m glad CHI is being held responsible for Health Equity. Health Equity is not good, in prior years I submitted all of my receipts 2 or 3 times and still the dentist did not get paid by them so I had to pay out of pocket myself. I quit using the FSA but it is a helpful thing to have when it works. This should be a time for Health Equity to improve and be more transparent about serving us.” **Adiam Gidey, RN PCU**

SJMC Hospice CNAs Take Action for Patient Care!

Hospice Home Visit CNAs play a critical role in care to patients who are nearing the end of life — giving dignity while providing intimate patient care within their homes, building relationships with patients and family members, and advancing critical information about the patient’s condition to nurses and other care providers. CHI St. Joe’s tried to add the additional role of home maker to the duties of the CNAs without training, without staff input, and without a plan to implement. Hospice CNAs stood up for our patients and ourselves because this change is wrong. Asking members to stay inside patients’ homes for longer periods during a time of COVID-19 is wrong. Not respecting the experience of staff is wrong. Taking away from the critical patient care role that we play is wrong.



“Patients and family members don’t want their family’s bath aide doing their housekeeping. Having two different jobs would confuse our patients. I work hard to aid my dying patients nearing the end of life, I have a certified nursing assistant license. I am trained for patient care, that is where my expertise lies.”
Suzi Powell, CNA, SJMC Hospice

Respect Home Health Aides at SJMC

To: Deborah Hageopian, Hospice Director, SJMC
CC: Jill Karon-Ross, Market Director Human Resources, SJMC

We, the undersigned dedicated Hospice CNAs, object to St. Joseph Medical Center's plan to have us incorporate the Homemaker role into our work. We are trained in medical in-home caregiving and the duties of Homemaker would be a substantial change to our working conditions and a misuse of our licensure and skill. Therefore, we are calling on our management team to meet with a representative group from Hospice CNAs to bargain and find solutions which meet the following criteria:

- Consistent quality care for our patients that meets all of their needs
- Appropriate and effective use of our skills and training
- A unifying atmosphere that encourages team cohesion and open, honest communication
- Clear expectations and definitions of our roles, as well as honesty, consistency and accountability around those expectations and definitions
- A supportive and educational approach to changing practices and consistent training and orientation of staff

Salud Duran-Romero	Grace Magenyi	Betsy Hunter
Hannali Felices	Maria Clapp	Suzette Powell
Jemimah Mwaura	Danielle Streuli	Onya Hendricks
Christina Reyes	Daveana Tiedeman	Shalini Chand
Kristi Fairbanks	Hilda Rodriguez	Betty Palacios Gil
Rachel Moore	Anastasia Mwaura	Teresa Salgado
Michelle Murrell	Patricia Nelson	Leyla Pereira
Anabel Solorio	Alene Parks	Julie Bihn
Sandra Duran	Jamie Johns	
Tena Brown	Amber Roberts	
Cynthia Heyward	Marguerite Gist	
Alma Funes Reyes	Margaret Njoroge	
Stacy Thornton	Annette Menzies	
Sylvia Cabotaje	Melissa Moser	

Members signed a majority petition!

Members wore stickers throughout the counties!



Stay tuned for more actions!