

# We're United for a Strong Union and a Strong Contract at St. Joe's

## We're off to a strong start bargaining our new contract



### Our bargaining team:

**Desiree Castillo**  
Care Assistant, Emergency Room

**Charney Chambers**  
Equipment Tech, Respiratory

**Alisha Colyer**  
Dietary Aide, Dietary

**Damon King**  
Equipment Tech,  
HospiceHome Medical Equipment

**Suzi Powell**  
CNA, Hospice Home Visit

**Damea Stanley**  
Diagnostic Imaging Clerk, Radiology

**Deb Warren**  
Food Service Aide, Dietary

**Nilda Warren**  
Care Assistant, 8<sup>th</sup> Floor

**Willie Willis**  
EVS Tech II, Environmental Services

## We're united for a better contract and better workplace

It's an unprecedented time for our families, our hospital, and our whole community. We are in the midst of the Covid-19 pandemic. CHI-Franciscan is in the middle of two realignments — the national merger between CHI and Dignity as well as the new local affiliation with Virginia Mason. We come to bargaining following ten years of contract campaigns where we lasted one day longer and one day stronger at St. Joe's for what is right. We come to bargaining as an international and local union committed to the Movement for Black Lives, dedicated to taking concrete steps with our larger community, prepared to uphold our standards in our contract and at the hospital, and ready to stand against the impact of systemic racism.

We told St. Joe's management at our first bargaining meeting that in this time of turbulence and change, we have an opportunity to do bargaining differently. We have an opportunity to join together to solve the urgent priorities that coworkers identified in our bargaining surveys and ratified at our proposal votes: economic security for our family through wage increases and stable healthcare costs, racial justice and belonging in our workplace, a path to advancement, and safety during Covid-19.

This week, our bargaining team went to the table for the first of several bargaining sessions and put proposals addressing all of our bargaining priorities on the table for management. Our goal, we told management, is to come to an agreement by the expiration date of the current contract on October 31<sup>st</sup>.

## Our bargaining proposals:

### Good raises every year of our contract

- Meaningful raises for every coworker — no jobs or coworkers left behind
- We need our raises as soon as possible

Year 1 (11/1/20), 6% increase

Year 2 (11/1/21), 4% increase

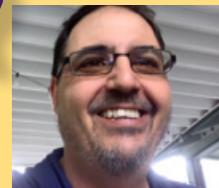
Year 3 (11/1/22), 4% increase

Increase lead premium to \$1.50/hour.

Add additional Step 27 2% above step 26

Contract expiration: 10/31/23

### What we told management



"The cost of housing continues to skyrocket. The cost of living and our wages are not keeping up. We don't

have the ability to set aside funds. The things we are being asked to do are more stressful now. People get hired in my department and we train them and they leave because we can't retain them with the wages that we have. We are so behind the curve and we have to remind ourselves that we are essential." **Damon King, Delivery Tech, Hospice Home Medical Equipment**

## Our bargaining proposals:

### What we told management

### Stable health benefits

- No increase to our health benefits premiums in future years of our contract
- Protecting our \$450 wellness benefit



"I have diabetes. I think premiums should stay the same, to help us catch up on our wellness. Between the gym and testing, I need to have affordable care."

**Suzi Powell, CNA, Hospice Home Visit**

### Joining the SEIU Healthcare 1199NW Training Fund

The SEIU Healthcare 1199NW Training Fund would be a life-changing opportunity for many coworkers to increase our income and opportunity:

- Tuition paid upfront to a college every year for classes
- "Navigators" help us plan our educational path and have success
- Special classes and programs just for Training Fund members – sometimes including grants for things like childcare or FTE reduction income replacement
- Apprenticeship programs – on-the-job learning with a paycheck
- A force to undo the effect of systemic racism: People of color are overwhelmingly in the lowest-paying jobs at the hospital

### What we told management



"The Training Fund opens doors for people who want to do something more as an employee. It empowers us and reassures us of a

commitment that CHI wants to retain and value and grow in our system. I think it opens doors for people who maybe felt that they couldn't grow here.

**Damon King, Delivery Tech, Hospice Home Medical Equipment**

### Joint Work Toward Equity and Inclusion

We won an initial commitment to equity and inclusion in our last contract

- We took important foundational steps based on these wins, like a labor-management committee two-day workshop, but we need to go further
- We need more protections:
  - Commitment in our union contract to no retaliation and support for those experiencing discrimination, harassment, and racism
  - Urgent Action Structure to address and respond to concerns as they arise
- 80% of coworkers said this is important on our bargaining survey

### What we told management



"In our climate, we have pandemic, and it's a racial world

right now. As an African American, you need to feel safe coming into this hospital!"

**Charney Chambers, Equipment Tech, Respiratory**

### A strong union through better ways to welcome new coworkers

- Adapting how we build a strong union in response to the pandemic
- Obtaining accurate and timely information about new employees so we can welcome them virtually to the union and ensure they know about the wins, rights, and responsibilities of being part of a union at St. Joe's

### What we told management



"I notice a lot of coworkers who are new. I always ask them, are they in the union and did someone from the

union talk to you when you are new. We want to be able to welcome members to the union."

**Nilda Warren, Care Assistant, 8th Floor**

### Next steps

We are ready to stand together for a strong contract. Find a bargaining team member to learn what steps we are taking to show management that we stand strong and united with our bargaining team!

Our next bargaining is September 22.

### Safety and security during Covid-19

Early in the Covid-18 pandemic, we reached joint agreements with CHI-Franciscan regarding Covid-19 with our fellow unions WSNA and UFCW 21.

These agreements have had a foundation of good protections, including voluntary float pay, fully paid health benefits, and paid leave status when we are exposed to Covid-19.

However, there are some critical areas where management's commitment is falling short:

- If we are exposed to Covid-19 in a non-patient-care area like a breakroom, management is violating our current agreement if they don't notify us of exposure and provide paid administrative leave. We have filed grievances in this area and also raised this concern at bargaining.
- As healthcare workers, we should be presumed in almost every situation to have gotten Covid-19 at work. This is consistent with the State of Washington's guidelines for accessing LNI. Management's approach in this area has been inconsistent, with coworkers sometimes having to use our own accruals if our Covid-19 exposure wasn't tracked to a specific patient to management's satisfaction. This needs to change



"How do we keep people in our department and in our hospital safe? I don't understand how a person can get Covid and still have to use their own PTO and EIB, especially when the governor made a law."

**Willie Willis, EVS Tech II, EVS**