

We are United – Management has Moved but Needs to Do Better!

Our goal in bargaining is a new union contract agreement that moves our families, patients, and hospital forward in these challenging times.

We met with management for the second time in this negotiation to receive management’s proposal and speak to our priorities. Management came to the table with a complete proposal, upholding the goal of expedited bargaining, but they have not come far enough towards our priorities around COVID-19 safety, wages that support our families, and career opportunities through our SEIU Healthcare 1199NW Training Fund. We are encouraged by some meaningful movement regarding healthcare, and equity and inclusion for racial justice, but we need to stand together to make sure that we get a contract that is good for everyone!

Wage increases:

Union	Management
11/20: 6% increase 11/21: 4% increase 11/22: 4% increase	11/20: Different raises for every job, almost all 1%-2% 11/21: 1.75% 11/22: 1%
Increase lead premium to \$1.50/hour	Agree to increase lead premium
Extra top step	Agree to adjust steps in a couple of jobs only, but not for most jobs
3-year contract	3-year contract



“Hello my fellow union members! ♡ It’s Charney again. One of your union delegates and bargaining team members. Today we met with management for our second bargaining meeting. They came with some serious insults to us...They met our 6% 1 year and our 4% 2nd & 3rd year wage increase with some crap...1st year 1 to 2% depending on your job. They are only offering 6% for one position. Inventory clerk. Am I saying Inventory Clerk doesn’t deserve 6%? No! We all deserve that 6%.

Management is always trying to divide us. For 2nd year and 3rd year they are proposing 1.75% to our 4%. They are saying we are asking for too much. REALLY! We make this hospital stay afloat don’t we?! We need signatures to show management we are all TOGETHER STRONG. We need numbers showing management we are not messing around. Please add your name to the petition. Numbers really do matter.”

Charney Chambers, Equipment Tech, Respiratory



“They’re only offering us a 2% and 1% raise. We need more petition signatures. To those members who haven’t signed a petition yet, please do so. We’re worth more than 2%. Let’s show to management that we’re united to show we’re a strong union and show we can fight for our rights and deserve what we’re asking for.” **Nilda Warren, CNA, 8th floor**

COVID safety:

Union	Management
Maintain our COVID-19 Memorandum of Understanding, which includes important protections: <ul style="list-style-type: none"> • Not having to deplete our PTO or EIB due to workplace exposure • Timely notification of exposure • Accommodation if we are high-risk • No barriers to our access to unemployment • Float premiums to volunteer to float to other CHI Franciscan hospitals • Full payment of our health premiums during furlough or excessive low census Most importantly, resolve our current disputes about the MOU where management states that coworkers did not get COVID at work, because they cannot trace to one particular 15-minute, 6-foot, unmasked exposure, and therefore are not eligible for paid admin leave.	No progress toward addressing the concerns we raised



“We need to show up, it’s essential. And management has our back if we get exposed... as long as we can show them a COVID-positive patient or staff member we had contact with for a minimum 15 minutes, unmasked, non-social distanced interaction for cause. They are shifting the burden on us, essentially.” **Damon King, Equipment Tech, Hospice Home Medical Equipment**

Organizational Equity and Inclusion:

Union	Management
Ongoing workshops and action plan for culture change at the hospital	Brought thoughtful proposals to address urgent action structures. We need to have further discussion in this area.
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	

Training and education opportunities:

Union	Management
SEIU Healthcare 1199NW Multi-employer Training Fund	Evaluating the SEIU Healthcare 1199NW Multi-employer Training Fund. We told management we are eager to hear their position regarding the Training Fund.
Tuition paid upfront to a college every year for classes	
“Navigators” help us plan our educational path and achieve 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	



“The training fund is important for the advancement of their staff. This would be helpful to retain staff and management needs to see the bigger picture.”
Damea Stanley, Diagnostic Imaging Clerk, Radiology

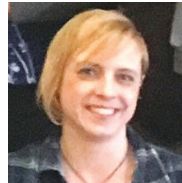
Healthcare: Good first steps

Union	Management
No increase to our premiums for the life of our contract	Made a commitments to no premium increases through 2021 and to maintain the wellness benefit
Protecting our wellness money of \$450 dollars every year of the contract	

Next Steps

This is a starting place for our negotiations and we need to move management closer to our priorities. Our bargaining team will be doing everything we can to reach an agreement that’s good for all St. Joe’s members.

- Bargaining subgroups in areas like new employee orientation and equity and inclusion where we are making progress toward our goals. Members of our bargaining team and management will meet to discuss proposals further to help move along the bargaining process.
- Return to the bargaining table October 8th
- Sign the petition to support the bargaining team members and our proposals!
 You can access the petition at 1199nw.org/330br2D
- Talk to a bargaining team member about the petition!



“We need a strong contract that shows respect and appreciation for the quality of care that we the service workers of SJMC provide for the patients. We need to feel safe while providing essential care for our community, especially

during COVID. We need competitive wages, affordable healthcare and to come together to work on our social justice issues. We need to hold Management accountable by staying committed to do what it takes to get the job done.”

Alisha Colyer, Dietary, Dietary Aide

Bargaining Team

Desiree Castillo, Care Assistant, Emergency Room
 Charney Chambers, Equipment Tech, Respiratory
 Alisha Colyer, Dietary Aide, Dietary
 Jessica Kennedy, Diagnostic Imaging Clerk, Radiology
 Damon King, Equipment Tech, Hospice Home Medical Equipment

Suzi Powell, CNA, Hospice Home Visit
 Damea Stanley, Diagnostic Imaging Clerk, Radiology
 Deb Warren, Food Service Aide, Dietary
 Nilda Warren, Care Assistant, 8th Floor
 Willie Willis, EVS Tech II, Environmental Services