

# Recognizing our work through a fair, transparent bonus

Recently, we received the unexpected but well-deserved news that CommonSpirit Health intends to offer bonus compensation this month to many of the hundreds of thousands of employees at CommonSpirit hospitals around the US. We know that we have gone above and beyond in every department this past year as essential caregivers in a pandemic. We agree with the principle that we deserve additional compensation for this. We also know from conversation with our fellow SEIU members in California that bonus compensation has been a regular practice at Dignity, the company that merged with CHI to form CommonSpirit, for many years.


However, while we agree that additional bonus compensation is warranted, we have substantial concerns about some aspects of management’s proposal that we believe will be divisive and, while helping many coworkers who absolutely deserve this compensation, leave some other fully deserving coworkers out.

We have agreed with the other two unions at CHI-Franciscan in Washington, Washington State Nurses Association and UFCW 21, that we need to join together and advocate for bonus compensation that is fair and equitable to us all. We have jointly notified CHI-Franciscan that we expect that the bonus compensation should be bargained. Right now we only have very general information from management about who would receive the bonuses they have proposed. We are currently requesting detailed information so that we can better assess who exactly is included in management’s proposal and determine how to proceed.

**Next steps** Union delegates and committee members across our four CHI-Franciscan hospitals will be continuing to meet, and stay in coordination with our counterparts in WSNA and UFCW 21, to determine next steps. We believe that we absolutely do deserve additional compensation for our hard work this year. Our goal is to close the gaps in management’s bonus proposal and bargain a bonus that will be received by all of us as inclusive, positive, and fair. Please speak to a union delegate, labor-management or staffing committee member, or executive board member to get updates and give your input.


## Management’s Bonus Proposals

“Broad Based Award”		
Bonus that has been given many years to Dignity Health employees (the company that merged with CHI in past years) in past years	\$625 or \$450, depending on hours worked from July 1, 2019-June 30, 2020	All employees, except: <ul style="list-style-type: none"> <li>• Employees who have started more recently than July 1, 2019</li> <li>• Employees who received lower than “meets expectations” on their annual performance review – We have requested information to determine what this means specifically and how many coworkers would be impacted by this</li> </ul>
“Covid Caregiver Award”		
Special onetime bonus that CommonSpirit would give to employees if they identify as “regularly cared for Covid patients”	\$1,000 to all coworkers who “regularly cared for Covid patients”	Our current understanding is that this would go to caregivers of various job classes who either cared directly for Covid patients (for example, RNs, respiratory therapists, CT techs, CNAs, or phlebotomists) several times or worked in the room of a Covid patient (for example, Environmental Services staff who cleaned Covid rooms)




“We do need to find out how this gets distributed. We all sacrificed in some ways. My department and acute care had more of the physical risk, but the emotional toll was there too. Other departments suffered from having their hours cut down severely. This sacrifice is still continuing. It is the nurses and staff that got us through Covid so far and important that our work is acknowledged. Going forward we will work with Dignity/ CommonSpirit to make sure all of our efforts are acknowledged.”

**Kelly Patton, RN, Acute Care, St. Elizabeth Hospital**




“I am worried about who’s going to decide who gets the money. I want everyone to get the same amount across the board. Don’t try to separate people. No matter where we work we all deal with Covid. Part of being in a union is we get to bargain on it – not them just giving us deadlines and decisions.”

**Willie Willis, Tech II, EVS, St. Joseph Medical Center**



“We appreciate CHI is acknowledging the hard work that we do as staff. We want to make sure that everyone’s effort taking care of Covid-positive patients is acknowledged and rewarded.”

**Kara Shafer, RN, Float Pool, St. Anne Hospital**



“CHI/CommonSpirit/Dignity have made an offer of a one-time bonus. Although the bonus has the potential to be good and recognize us healthcare workers and the hard work and sacrifices that we've made while working during the coronavirus pandemic. We understand that some people are providing direct care to COVID patients and some are not but we don't want the bonus to be divisive. We don't want anyone to be left behind.

We need to bargain to include ALL staff, not just those that provided direct care to COVID patients. I work in the Dietary Department, and although we don't go into COVID rooms, there have been incidents where Dietary staff have been exposed. We all deserve to be included in any COVID pandemic bonus for the work we do and risk we continue to take on a daily basis during such a difficult time. We have ALL been deemed essential and we ALL deserve to be recognized.”

**Alisha Colyer, Dietary Aide, St. Joseph Medical Center**