

# We're fighting for right now and we're fighting for our future

## We've made some progress in our contract bargaining, but more is needed



"We need to fight for ourselves right now. With all the changes going on in our world, we need to fight for security though better wages and the Training Fund. This will help secure our futures to take care of our families. This is our chance. We need to take it."

**Suzi Powell, CNA, Hospice**

We are meeting with management for expedited bargaining in this time of crisis to win for ourselves and our families respect and relief. We are fighting for both our present and our futures—what we need now, and what we need for CHI-Franciscan to invest in and respect us and the coworkers who come after.

In our first three bargaining meetings, we have made important progress in several areas, including management making some commitments on medical benefits, adding a step at the top of our pay scale, and working with us as a union toward equity, inclusion, and belonging at the hospital.

However, management urgently needs to do more in order for us to reach a contract agreement that will move us forward. We need support right now in the form of higher wage increases for everyone. We need investment in us, our potential, and our families through the SEIU Healthcare 1199NW Training Fund.

### Right now, we need higher wage increases and an inclusive bonus for everyone

We need strong, meaningful pay increases for every coworker right away. It is heartbreaking that management has proposed only 1 percent for some of our coworkers this year, as well as only 1.75% in year 2 and 1% in year 3 of our contract.

Through all of the years of union action at St. Joe's, in some areas, we are winning respect in a new way. For Environmental Services, we had to fight tooth and nail in our bargaining four years ago to get all coworkers to \$15/hour. Because of our actions over many years in support of our essential EVS colleagues, management is now starting to see us in a different way—and had proposed increases to the whole EVS scale of almost 6 percent. This is an important win for our EVS coworkers. But we need to be united in raising the wages and getting respect for everyone in every job at the hospital.

We need to make sure that management comes to the table with the coalition of unions at CHI-Franciscan to bargain CommonSpirit's bonuses—making sure people are not left behind for the \$625 annual bonus and not left out for the COVID bonus of \$1,000. We need recognition and relief for the sacrifices everyone is making for their patients each day and we are going to stand up to make sure CommonSpirit hears us.

### We need opportunity and partnership for our future

This pandemic is a crisis like we could not have imagined, and we are bargaining right in the middle of it. Our bargaining team recommended and we voted to support doing bargaining in an expedited way to make sure we get what we need for our families to weather this storm. But that does not mean we lose sight of our future.

Our future is the SEIU Healthcare 1199NW Training Fund—the ability to go to school and complete a certificate, a degree, a bachelor's, or even some continuing education that can give a leg up in a promotion that can change the path of our whole life. We are healthcare workers and we are strong. We are united so that when this pandemic is over, we will be able to show that in the hardest time we won something, a training fund that will bring generational wealth and personal growth to our lives for years and decades to come.

We can change St. Joe's. We can change them to respect us, recognize us as equals. With the training fund, St. Joe's CHI does not get to control it—they get a voice in it that is equal to ours.

### Our Bargaining Team:

**Desiree Castillo**

Care Assistant, Emergency Room

**Charney Chambers**

Equipment Tech, Respiratory

**Alisha Colyer**

Dietary Aide, Dietary

**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, 8<sup>th</sup> Floor

**Willie Willis**

EVS Tech II, Environmental Services

### What's next?

We are dedicated healthcare workers on the frontlines. It's time for management to show some dedication to us by investing in our future, coming to the table with real wage increases, and bargaining the CommonSpirit bonus so that it's not just them picking and choosing who gets it and who doesn't.

We have bargaining scheduled on October 13 and 22. We all need more. We are united to reach a respectful contract agreement that gives us what we need.

We are fighting for right now during a crisis, but we are also fighting for our future.