



We Are United for COVID-19 Bonuses for All CHI-Franciscan Coworkers

When CHI-Franciscan notified us as a union that they had an interest in paying bonuses this month to recognize our hard work during the Covid-19 pandemic and in general toward our organization’s strong performance over the past year, this was a step in a positive direction. We learned from talking to fellow union members in California that the “Broad Based Award” has been agreed to by our sister union, United Healthcare Workers West, for many years. And we, along with caregivers across Washington and the nation, have sustained a call for “hero pay” for essential healthcare workers during the pandemic over the past several months. Dignity Health, the company CHI merged with to form CommonSpirit, has had an overall positive relationship with tens of thousands of union members in California and other states, and we believed that these bonus could be one step to move things in a positive direction here.

However, we believe that every one of us is essential, every one of us showed up, suited up, and did our absolute best for our patients day in and day out through a pandemic that is just now worsening, not ending. **Every one of us deserves the Broad Based Award and the Covid Caregiver Award.**

We all suffered during the pandemic during different ways—some of us went directly into harm’s way in Covid-19 rooms before we had enough safe PPE, some of us suffered economically due to furloughs, some of us volunteered to float to other hospitals, some of us worked extra shifts while short staffed many days in a row to keep our patients safe.

We joined our fellow unions in Washington, WSNA and UFCW 21, notifying CHI-Franciscan that they needed to bargain the bonus awards with our unions, as they are required to do by federal labor law. We believe that management initially intended to bargain the awards, as they gave us their own written proposals for bargained agreements between management and the union regarding the awards.

However, this week, before having an opportunity to bargain, we learned that **the national CommonSpirit administration has made the decision to go ahead and pay the bonuses to the people they picked out on Friday, October 16 to the people they picked out.** Hundreds of coworkers will see anywhere from \$450 up to a total of \$1,625 direct deposited into our bank accounts on Friday, even though this isn’t even a regular pay period for us.

What’s next?

While many coworkers will be excited to see this hard-earned compensation this week, **it is essential that we stay united so that no coworkers are left behind.** We already know that the national CommonSpirit administration is just out of touch with the work that we do, that there are positions that had in-depth, day-in and day-out contact with Covid patients and rooms, that we believe should have been included in the Covid award without question even by management’s own definition, that were not included. And further, we fundamentally disagree with the national administration’s leaving coworkers out:

- Many coworkers in jobs that did not involve direct care for Covid-19 patients are left out of the Covid-19 award. We believe we all came to work during a pandemic and all should be included.
- A small number of coworkers in our region were left out of the Broad Based Award because their performance reviews were “needs improvement.” We have concerns in this area, particularly given that these reviews are solely in the discretion of management, were conducted virtually with minimal interaction during the pandemic, and have never before been tied to compensation.

Together with our union siblings at CommonSpirit both nationally and locally, **we are planning our avenues to hold CommonSpirit accountable to bargain with us over the awards to ensure no coworkers are left behind.** We are planning our next steps for how we show our unity at work.

If you have questions about the award, especially if you did not receive the award and want to share your story of why you deserve it, please contact your union delegate or organizer.

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<p>“Broad Based Award” bonus that has been given to Dignity Health employees (the company that merged with CHI in past years) for many years</p>	<p>\$625 or \$450, depending on hours worked from July 1, 2019 - June 30, 2020</p>	<p>All employees, except:</p> <ul style="list-style-type: none"> • Employees who have started more recently than July 1, 2019 • Employee who received lower than “meets expectations” on their annual performance review
<p>“Covid Caregiver Award” Special onetime bonus that CommonSpirit would give to employees if they identify as “regularly cared for Covid patients”</p>	<p>\$1,000 to all coworkers who “regularly cared for Covid patients”</p>	<p>Management has said this goes to coworkers who either “regularly cared for Covid patients” or went into Covid rooms. According to the information they have given us, they have given this award to many nursing staff (RNs, CNAs, Care Assistants) who worked specifically on Covid units, in the ED, in critical care, or floated into these areas, and sporadically to nursing staff who worked in other areas including home hospice visits; most Environmental Services staff; many imaging staff; respiratory therapists; and lab assistants.</p> <p>We are requesting further information to better understand their exact criteria for who received this award. We believe, even based fully on what we understand of their own definition, deserving caregivers were overlooked.</p>



“How did Dignity determine who got the Covid bonus? Even though we have a separate Covid floor – we float there and we get Covid patients on our floor and in other areas of the hospital. Results don’t come back and we are exposed to Covid-positive patients. The Covid

bonus should be awarded to everyone. We all work as a team and endured the stress of working in a Covid environment – low PPE in the beginning, results of Covid tests taking days – this was stressful for everyone. I think the whole hospital should get a \$1,000 bonus now.”

Adiam Gidey, RN, PCU, Highline



“Knowing upfront that a Covid caregiver bonus was coming and then discovering that all Hospice Delivery Techs weren’t even considered, with all the different environments we face out there in taking care of Hospice Covid patients, makes me wonder how

many other Covid caregivers were forgotten in this by management. As a Covid caregiver it feels that everyone who stands with me in this company stands for the care of these patients, stands in the face of Covid and deserves a reward as much as the next.”

Damon King, Delivery Tech, Hospice, St. Joe’s



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