



We **Overwhelmingly Ratified** Our New Three-Year Contract

We won strong pay increases, a more powerful voice, and a transformational investment in our future through the Training Fund—all negotiated during the Covid-19 pandemic.

We came to our union bargaining in an uncertain time. The ongoing Covid-19 pandemic has brought scary and shifting working conditions, furloughs and other economic losses, and unprecedented social distancing. We are just beginning to experience the effects of CHI merging with Dignity to form the giant hospital organization CommonSpirit Health.

But our unity at St. Joe's has paid off. Over the past ten years, we have stood together through a strike, three big informational pickets, increasing partnership with the Tacoma Ministerial Alliance and other leaders in our community, and dozens of actions in the hospital like marches up to HR, sticker days, and unity breaks.

For the first time ever, we won a new contract even before our old contract expires, a contract with no takeaways that doesn't just keep us even but moves us forward in significant new ways. This week, over 99% of us voted yes to ratify our new contract with solid raises, ground-breaking new commitments to racial justice and belonging in the workplace, healthcare protections, and—for the first time and ten years of struggle—St. Joe's committing to join the SEIU Healthcare 1199NW Training Fund.

With this new contract, we look forward to three years of changing how St. Joe's management has historically viewed us and moving toward a work environment of respect and investment in the frontline service workers and LPNs who make our hospital run.

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

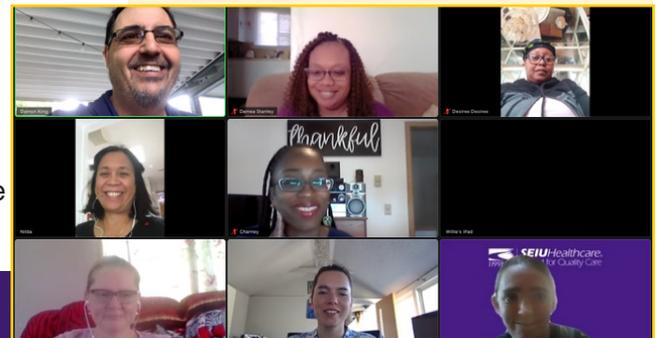
Food Service Aide, Dietary

Nilda Warren

Care Assistant, 8th Floor

Willie Willis

EVS Tech II, Environmental Services



"I feel great about the agreement we got! I'm proud of it! Our wages are the strongest we've ever got, and I am really proud of the training fund. Now young people and older people coming up behind me who want to go to school, can. I'm there for them. The fund has a lot of assistance and members are not just on their own. For someone who has been on the bargaining team for a while, this is the shortest we have ever had and the most we have ever gotten and in a time of Covid! I'm encouraged that CHI could do better. We did better than the nurses, we did better than the techs, we didn't allow any takeaways. I'm so proud to be a service worker and a union member. This is exciting! YES all the way!" **Desiree Castillo, C.N.A., Emergency Department**



"Some of the bargainings I have been in have been a drag, but this one was vibrant. From all our hard work of fighting, and marching, and striking, we got the boss to see us and treat us different. Their tone, how they want to work with the union, it is a whole different vibe that we can have hoped that we have changed them. The training fund is a big move. I'm 59 years old and in environmental services. We bargained this for everyone. With this training fund, people can use it and try to better themselves. Sharon [management's negotiator] said that she wants to see St. Joe's people using this fund and work with us to help get people to use it. That's a big step and a door opener." **Willie Willis, Tech II, EVS**



We won improvements on all of the bargaining priorities we ratified earlier this fall:

- Wage increases for every coworker
- Protecting our healthcare
- Staffing and safety during Covid-19
- Advancement via the SEIU Healthcare 1199NW Training Fund
- Joint work toward racial justice and belonging for all coworkers
- A strong union—no takeaways and strength to welcome new members

WHAT WE WON: Joining the SEIU Healthcare 1199NW Training Fund in 2022

After years of struggle, we moved St. Joe's to make the historic decision to join the SEIU Healthcare 1199NW Training Fund in January 2022.

The Training Fund will be a life-changing opportunity for many coworkers to increase our income and opportunity.

- \$3,500 paid upfront to a college every year for classes
- Training fund "Navigators" help us plan our educational path and have success
- Special classes and programs just for Training Fund members – sometimes including grants to help pay for things like childcare or reducing your FTE with income replacement
- Apprenticeship programs – on-the-job learning with a paycheck
- A force to undo the effect of systemic racism: providing more opportunity to people of color, who are overwhelmingly in the lowest-paying jobs at the hospital

St. Joe's contributes 1% of their total payroll to the Training Fund to invest in our future. Joining the Training Fund means CHI-Franciscan is starting to truly recognize us and our union as partners they must acknowledge.

WHAT WE WON: A voice in staffing and safety during Covid-19

Two staffing meetings with the Chief Operating Officer and Chief Nursing Officer to raise staffing concerns across the hospital.

Discussion of Covid-19 issues at additional labor-management committee meetings this year.

Meeting with management to review ALL cases of Covid-19 "workplace exposure" from March 2020-present:

- The hospital will restore paid admin leave to any coworkers who were inappropriately denied the leave
- We can use the grievance process—up to and including arbitration—if we don't get resolution

In the future, coworkers who believe they are unfairly denied paid admin leave for workplace exposure can bring union representation to a meeting to resolve the issue.

WHAT WE WON: Some of our strongest-ever wage increases, needed urgently during a tough time

Upon contract ratification (**this week!**): 3% or more total compensation increase for every coworker

See details on next page

- This is one pay period before our current contract expires – meaning we get our raises not only on time but two weeks early
- Significant increases to the pay scales of our lowest-paid coworkers in EVS and Sanitation so that no one is stuck at \$15/hour for more than one pay step and everyone on the whole scale moves up
- Lead pay increase to \$1.50/hour (\$500/year increase for full-time lead)

11/1/21: 2.25% increase for every coworker

- Steps 19, 20, 21, 22, 23, 24, 25, and 26 all move up an additional 2% more, meaning about 100 of our longest-serving coworkers get an additional 2% raise right then, and we will all have more opportunity to move up as we advance at St. Joe's

11/1/22: 2% increase for all coworkers

- In addition to these raises, we continue to receive 2% step increases on our anniversary date – so most coworkers receive around 14% increase from their current pay over the course of our new contract

How our first-year wage increases will work

- Our principle was that every coworker gets a minimum pay increase of 3% and no one is left behind
- We moved management to give almost all coworkers a 3% raise – and many will receive more
- Those who don't get 3% in a raise right away will get, this first pay period, an additional payment that would bring our total compensation increase to 3% for the first year of the contract
- These increases are in addition to the 2% steps coworkers will receive on our anniversary date this year

Job	First-year raise % (those below 3% will receive lump sum to equal 3% total for 2020-2021)
Care Assistant	3%
C.N.A., C.N.A./Transporter	3%
Most Dietary jobs – Diet Clerk, Cook, Prep Cook, Diet Aide, Food Service Aide, Café Aide,	3%
Imaging Clerk	2%
Delivery Tech	2%
Endoscopy Tech	2.5%
Equipment Tech	1%
ER Tech	2.75%
EVS Tech, EVS Tech II, Linen Aide	Total around 6% - 2% increase to scale, plus all individuals up 2 steps as steps are adjusted. 2 new steps at top
HUC/Scheduler	2%
Inventory Tech	6%
Mailroom Attendant	2%
Monitor Tech/HUC	3%
Receiving Clerk I and II	2%
Sanitation Aide and Utility Aide	Total around 3% - 1 % increase to scale, plus all individuals move up 1 step as steps are adjusted. 1 new step at top
Sterile Processing Tech	2%
Unit Coordinator	3%
LPN	1%

WHAT WE WON: A new commitment to racial justice, inclusion, and belonging

Standard-setting new section of our contract titled “Diversity, Inclusion and Belonging.”

Our joint commitment, in our contract:

The parties agree on the importance of embracing a culture of equity, diversity, inclusion and belonging and commit to work collaboratively to ensure a positive work environment.

Next steps toward this goal:

- New diversity, inclusion and belonging meetings following every labor-management meeting—including making a joint workplan for improvement, and reviewing escalated issues
- “Rapid response” process to schedule an urgent meeting within one week when needed
- New “focus group” of representatives across the hospital, including four SEIU members, identifying problems and solutions regarding diversity, inclusion, and belonging

WHAT WE WON: Protecting our healthcare

No increases to medical benefit premiums for 2021 (at Open Enrollment coming up this month)—meaning our full raises go into our paycheck!

Protecting our \$450/year annual wellness benefit for the length of our contract—2021, 2022, and 2023.

Maintaining existing healthcare protections in our contract:

- Wellness Committee and joint work to remove barriers to access to the wellness benefit
- Protection from collections and access to financial assistance—a big win in 2018
- Our personal health and wellness info can't be accessed by supervisors and HR

WHAT WE WON: NO Takeaways

We maintain **ALL** of the protections and rights in our current union contract.

Big win: NO reduction in pay for per diem coworkers!

- Management wanted to reduce per diem pay in lieu of benefits from 15% to 12% – a 3% pay cut!
- Unfortunately, our RN and tech colleagues' unions agreed to this change, so it is now a standard for many coworkers in the hospital
- BUT – we were able to fight it off and say NO

Instead of a pay cut, our new contract has new availability requirements for per diem coworkers—a win/win for ensuring predictable staffing coverage and shared responsibility for working on holidays

- Per diems will be available to work 3 shifts/months (or the equivalent spread over a 6-month period) – this does not mean per diems will necessarily work all those days, but that they will be available to be scheduled if there's a need
- Per diems will be available to work one summer holiday (Memorial Day, Independence Day, or Labor Day) and one winter holiday (Thanksgiving, Christmas, New Year's) each year

Another big win: Preserving our successorship protection, so if CHI's alignment with Dignity or another organization changes, our contract and union at St. Joe's stay the same.

WHAT WE WON: Welcoming new coworkers to the union

- Up-to-date lists and contact info for new hires, so union delegates can welcome them
- If New Employee Orientation happens in-person in the future, we will have access

Other contract update:

Job postings will be online

Next steps

We will be implementing the new parts of our contract in the coming weeks, including meeting with management about Covid-19 workplace exposures and launching our Diversity, Inclusion, and Belonging Committee.

Our new union contracts will be available online in a few weeks. In the meantime, reach out to a bargaining team member with questions or to get involved.