



Creating a Workplace Where We All Belong

We're united for a St. Pete's where we all feel like we belong and are accepted as valuable and important members of our community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. **What this hides from us is how much we have in common and that these differences are used to divide us against each other.** We should all feel like we can bring our full selves into our workplace in order to give high-quality patient care.



We need a workplace that respects and values all of us. When some of us are treated differently based on the color of our skin, our gender, our sexual orientation or other identities we hold, it impacts us, our patients, and perpetuates systemic discrimination. This is all our struggle and in order for us to win on issues like safe staffing or higher wages, we have to stand together across the differences that are usually used to divide us against each other. It is time for all of us to take an active role to ensure we address systemic oppressions that exist both within and outside of St. Pete's.

Our Vision: **Creating a Culture of Belonging at St. Pete's**

What is Belonging?

"Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions.

Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized."

- John Powell



"I enjoy having the opportunity to help people in their most vulnerable, unexpected moments and helping them to feel safe, comfortable and cared for. Creating a culture where we all feel included ultimately benefits the patients we serve."

Melissa Taylor, LPN, Anesthesia

"I came to St. Pete's because I like to help moms and babies. It's the beginning of life. We have to be partners in caring for patients and we need a contract that shows we are partners."

James Warfield, OB Tech, Labor and Delivery



Our Bargaining Priorities:

- Ensuring that our patients receive the quality care they need, including opportunities for us to have a voice, and the staffing needed for their care.
- Achieving equitable wages and benefits that recruit and retain qualified staff.
- Working toward racial justice, equity and respect for all, in both patient care delivery and our workplace.
- Creating a pathway to advancing our education and careers to meet workforce needs.

As we begin our journey for a new contract, it is important that we remain united and engaged. Be in touch with your bargaining team member about more activity to support our bargaining team and our proposals.

At our first bargaining session we proposed:

- Investment in the Multi-Employer Training Fund to help us go to school and continue our education.
- Recognition of our experience by placing us on the wage scale based on experience.
- Maintaining our benefits and making health incentives more accessible.



“I want to ensure every voice and need of my fellow dietary caregivers has the opportunity to be heard. Wanting to provide my skills to patients and the people that care for them is what brought me here; the caregivers are what keep me here. Two things that I firmly believe are critical to the long-term success of St Pete’s are:

(1) Livable wages and exceptional benefits. The highly profitable healthcare system that makes up Providence Healthcare System can afford to do the right thing. Higher pay across the board, better staffing levels, exceptional benefits, vastly expanded training and advancement opportunities, and real, annual cost of living increases that keep up with, and surpass, inflation.

(2) Training, with elected bargaining unit employees, along with management, on a TBD frequency yearly. This will help to open and ensure lines of communication are healthy and that caregivers are more consistently heard and LISTENED to. The people that do the job consistently, have the best insight on how to make positive change in their respective areas.

We can accomplish more together than we could ever hope to accomplish alone. It is time to start to realize that truth.”

Keagan Hemenway, Dietary Cook, Dietary

Our next bargaining session is June 3

Our Bargaining Team:

Erin Brewer, Surgical Tech
Latoscha Carter, Patient Care Partner
Lonnie Evans, LPN
Andrew Stack, Sterile Processing Tech

Alissa Kautz, Monitor Tech
Lonnie Pitts, Unit Secretary GF
Lemuel Geangan, Nutrition Assistant
Florife Warner, Nutrition Assistant
Kathleen Smith, Cook
Keagan Hemenway, Cook
Elizabeth Hoskins, Nursing Asst. Certified
Melissa Taylor, LPN
James Warfield, Surgical Tech OB
Desmond Ellis, Housekeeper
Stacey Devaney, Nursing Asst. Certified