

Equity Means No One Left Behind

We're standing together for real solutions to recruit and retain

We are union members who came together to fight for a fair contract, and we're standing strong to ensure that our contract is respected and that no one is left behind.

St. Joe's is struggling with recruitment and retention across the hospital and management knows it. Rather than bargain with our union to address the issue, management has chosen to request going outside of our contract and is offering an early start to November raises for just one department. Management said they want to do this recruit, but only for that department. They chose to make a divisive proposal, while we all know that all of us have been in this pandemic together and many departments have struggled with staffing and hiring.

It is a good thing if management is starting to recognize that recruitment and retention is a problem but starting the November raise early for just one group will not solve it—instead, it just leaves a lot of people out and allows patient care to suffer across the hospital. Any change to our contract must be bargained for everyone, not just a select few. They should come to the table to hear union members' ideas about market adjustments for recruitment and retention and improving staffing.

Offering early raises to a few of us is inequitable. We all work hard, we are all short staffed and we all deserve better!

We cannot let management separate and divide us because we are all here for our patients.



"We have been telling St. Joe's for a long time that they need to be competitive, wages are too low, and that staffing is an issue. Management's proposal is divisive. If they want to fix the problem, they should offer higher wages and they should negotiate."
Charney Chambers, Respiratory Therapy

"St. Joe's needs to offer better. They could do bonuses, bargain higher wages, or market adjustments. We can't allow them to be divisive and to half step." **Desiree Castillo, Clinical Decisions Unit**



"Management's poor response on how to fix our recruitment and retention issue is exhibiting the root causes of inequities at St. Joe's. We have not only identified the problem during bargaining, but we also brought solutions on how to address them. Bringing unequitable proposals that are divisive is what uplifts the structures of racism in St. Joe's organization. We must take one of the strongest and most creative actions to show St. Joe's administration our reality. **Can your coworkers and patients count on you to stand with us to hold management accountable?** We must model change and let them know we will not let them divide us, because our advocacy impacts our patients lives and shapes our communities." **Nilda Warren, Med-surg Acute 2 CNA**