

## We're United for a Contract that Values Our Sacrifice

St. Clare can offer valuable service to the community because of the work we put in, even with inadequate pay and short staffing. During the pandemic we put our health and the health of our loved ones on the line every day. We are the ones who keep the doors open and the operation of the hospital flowing. When management low-censused many of our coworkers, we came together to fill the holes to ensure that our patients still received quality care. Our work has exceeded the standards and we deserve better pay and safe staffing. Yet, it seems like management doesn't value us or our hard work; they have failed to respond to our core concerns of competitive, livable wages; education; and better, safe staffing. Instead, management has shown up to the bargaining table with takeaways, divisive proposals or has been unresponsive.

### **What we have seen from management so far:**

- No response to wage proposal
- Proposal to cut per diem wages by 3%
- No response on low census fund
- No response on Training Fund



## We are standing up for our values

### **Training Fund:**

*We need to join our coworkers at Joe's and Anne's on a pathway to advance our education and careers.*

#### **We are worth:**

- Upfront tuition money for school or continuing education so that we can have access to higher-paying jobs and improve our lives.
- Navigators, tutoring, and a step-by-step process to make going to school easier for working adults.

### **Staffing Break Relief CNA:**

*Ensure that our patients receive the quality care they need, that includes opportunities for us to have a voice in staffing and a break relief CNA to ensure that patients are cared for, staff are cared for, and St. Clare's is held accountable to the break laws.*

### **On-Call and Standby:**

*Our bargaining team has written proposals that will call for additional FTE when Standby or Call is being used to fill what should be a regular shift. We are standing up to say they need to follow the law for safe staffing. Mandatory call shall not be assigned to full time employees unless it's an emergency—though we can still volunteer. Better accountability and communication regarding appropriate use of call.*

### **Wages for recruitment and retention:**

*Equitable wages and benefits that recruit and retain qualified staff. We need meaningful raises for every coworker — this means none of our coworkers will be left behind.*

- 7/1/21 - 6% increase to all
- 7/1/22 - 4% increase to all
- 6/1/23 - 4% increase to all
- Increase lead premium to \$1.50/hour Service and \$1.75/hour for Techs.
- Pharmacy Techs who are chemo-certified should have access to the \$0.80/hour certification pay which is our current contract language.
- Additional Step 27 - 2% above step 26.
- Bring EVS and Dietary above \$15 dollars an hour by raising the wage scale 2 full steps in addition to the across-the-board wage increases.

### **Low Census:**

*A Low Census Fund for paycheck protection: Instead of being sent home on mandatory low census, continue working and getting paid through the low census fund on projects. We should not be using our vacation time to save the hospital money. There is always work to be done for our patients and community.*

***"If St. Clare is going to stand on our backs, they need to make sure the foundation is strong. We all feel like we're***



***at the bottom, they are the ones at the top reaping all the rewards. If they don't build us a strong foundation with safe staffing, wages that can recruit and retain, and opportunities for the future the whole system could crumble."* - Laura Wachendorf, CNA, PCU**

## It's time to stand with your bargaining team

It is time for management to value and respect us and to give us what we are worth and deserve. We cannot allow St. Clare administration to continue to take away from us and increase our workload. We are a strong union and we have to unite together to fight for our values. It's time for St. Clare to step up and give us workers better staffing and better wages so we can continue to care for our patients and families. We are going to take action in the upcoming weeks. Make sure you connect with your bargaining team member.

### Our Bargaining Team

CJ Gist Jr. - Surgery Services, Peri-OP Support Tech  
Chrystal Thompson- Sterile Processing, Sterile Processing Tech Lead  
Kami Grave - Pharmacy, Pharmacy Tech  
Celena Jackson - Echo Cardiology, Echo Tech  
Ruth Scheidt- Respiratory Therapy, Respiratory Therapist  
Gulya Witas- Respiratory Therapy, Respiratory Therapist  
Laura Wachendorf- PCU, CNA  
Maria Ulloa- Housekeeping, Environmental Tech

*"We make patients better, we make the hospital stronger, we make management look good; we are worth more. Our work exceeds the standards. Management is dragging their feet and it's time for us to get involved and take action!"*  
*- CJ Gist, Surgery Services, Peri-OP Support Tech*



## Not a member yet?

***Here's where you can sign up to become a member of your union – we're stronger together!***

**Scan this code with your phone camera to sign up!**



**[joinseiu1199nw.org](https://joinseiu1199nw.org)**