

## Standing United for a Great Contract

As we continue bargaining, we know how important it is to remain united to get a contract that prioritizes our coworkers and patients. That is why our message to St. Pete's management is clear — "collaboration is needed, not control." With the COVID pandemic continuing to pose a threat, we know that our top bargaining priorities will allow us to recruit and retain the staff needed to keep our community safe. These priorities include:

1. Wages and across-the-board increases that recruit and retain.
2. Training Fund that gives our staff access to educational opportunities.
3. OE&I language that creates a culture of belonging.
4. Safe staffing that ensures quality care for patients.

"Providing our coworkers with the opportunity to be their best is what we want to do here. In this case, utilizing the Multi-Employer Training Fund to help some of our lowest paid coworkers become certified EVS Techs at a

higher rate of pay, ensures that St. Pete's is a safer place to be for both patients and staff."

**Desmond Ellis, EVS Tech, Environmental Services**



"The ability to understand each other comes from when people genuinely hear each other, and in turn truly know each other. Unconditional RESPECT for one another is obtained from such actions, and that is how we

can all ACHIEVE something great TOGETHER. We can do this by having OEI language that fosters a culture of belonging here at St. Pete's." **Keagan Hemeway, Cook, Dietary**



### Our rights related to the vaccine mandate

**Great news! Our bargaining team reached an agreement with Providence on the Governor's mandate that every healthcare worker must receive the COVID-19 vaccine.**

#### **The Governor's Vaccine Mandate**

*In August our Governor issued a Proclamation that mandates all healthcare employers must report to the state by October 18 that all workers have been fully vaccinated or have an approved medical or religious exemption. All workers who are employed by healthcare employers after October 18 that have not become fully vaccinated or do not have an approved medical or religious exemption must be removed from work under the proclamation.*

"I know Covid-19 is a sensitive subject, for me and my family's belief I think we should protect the vulnerable population. We are fortunate to have won language that protects us ALL during this pandemic."

**Lonnie Pitts, CNA, Clinical Observation Unit (COU)**



**We fought to ensure that our voices and values are centered in the implementation of this at St. Peter's. Our agreement includes:**

- ☆ **A clear way to apply for a medical or religious exemption, and an appeal process for anyone who thinks their exemption was wrongly denied**
- ☆ **Time for those who do not qualify for an exemption to maintain employment and get vaccinated**
- ☆ **Paid time to get vaccinated, and paid time to recover from any symptoms of the vaccine**
- ☆ **A strong communication plan to make sure this information is accessible to all of our coworkers**

**continued on flip side** 

## Our rights related to the vaccine mandate (cont.d)

### How do I apply for an exemption?

- \* Fill out a medical exemption form or a religious exemption form through Validate and Verify (VAV)
- \* If you need translation, computer or language services, let a delegate or manager know right away!

### What if my exemption is denied?

- \* If you think your religious or medical exemption was wrongly denied you have the right to appeal. You also have the right to a union delegate or representative in the process.
- \* If you do not have an approved exemption or are not fully vaccinated by October 18, you will be removed from the schedule. You will then have 30 days to decide if you are getting the vaccine.
- \* If you choose not to get the vaccine by November 18 then you will be considered voluntarily terminated. If at any point you do decide to get vaccinated or if the mandate is lifted, you will be eligible for rehire.
- \* If you choose to become fully vaccinated and take steps before November 18 then your employment will be extended for an additional 45 days from the date you receive your first vaccine. You'll then be returned to the schedule once you provide proof you are fully vaccinated. In this circumstance you can use your vacation time (accrued leave).

You can find the full agreement here:



If you have more questions about the mandate or how this applies to you, please reach out to your department delegate.

## *Are you a member of our union at St. Pete's?*

One way to make sure Providence St. Peter Hospital remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!



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



scan this QR code with your phone camera to become a member!

