

We Stand United for Patient Safety and Staff Retention

Our voices together share one common goal: Recruitment and retention is essential for quality patient care and safe working conditions for our staff. We have filed grievances with proposed remedies and taken action, all while CHI ignores or responds too late to the problem which we know exists. Retention and recruitment must continue to be addressed. Our actions and demands for safer staffing mean that we have new incentives in place, and we will continue to focus on any areas of the hospital that need additional staffing for the remainder of the pandemic and beyond.

CHI must bargain with us over the BBA Award

We demand that VMFH bargain over the annual Broad Based Award in good faith. Because management is refusing to bargain in good faith, we filed Unfair Labor Practice charges. Instead, management wanted us to waive our rights to bargain, but member leaders across CHI decided that they didn't want to waive their coworkers' rights away.

Our message to CommonSpirit/VMFHS is clear: We agree all workers deserve a much overdue retention bonus, but management is making the wrong decision asking workers to sign away their rights and refusing to bargain. We are asking VMFH to meet with us and negotiate.

"We should negotiate, and if nothing is wrong, they should accept us negotiating. Why would they not want to negotiate over a bonus? We are union so we can have this negotiation. It is unacceptable not to negotiate. If they wanted to give me the wrong amount, I would want to file a grievance and not give up that right." **Adiam Gidey, RN ICU**



"We always deal with management before there is any award or money like the Broad Base Award. We have the right to bargain over this. It's like we are being asked to throw away our rights, we are a union, and they have to respect the union. We need them to pay these people and respect our rights. I prefer not to sign something that makes me give up my rights. This is why we have a union."

Maria Zetino, EVS Techs, Housekeeping

Covid mandate effects

Our union and a supermajority of co-workers support getting the vaccine, however, there is a need for a fair and equitable process to help those who require an exemption to getting vaccinated. That's why we maintain our right to bargain the effects of the mandate and are in negotiations with VMFH. Our bargaining team wants to make sure that all members are given equal treatment, so we have proposed the right to appeal the exemption process, a speedy grievance process, and have a transparent process while the Covid vaccine mandate is in effect.

We are pushing for incentive pay to address staffing shortages across our hospital

We know that staffing for our patients comes first. That's why we negotiated incentive pay to address holes in our schedule and continue to push for any means of making sure we are staffed safely, able to get our breaks and be there fully for our patients. Staffing is short across the state, we know, which is why we need to focus on retention and recruitment of skilled staff. The new incentives shifts are a step in the right direction. If we continue to see staffing shortages, we will hold a labor management meeting and present additional staffing solutions. No staff should be working at unsafe levels.

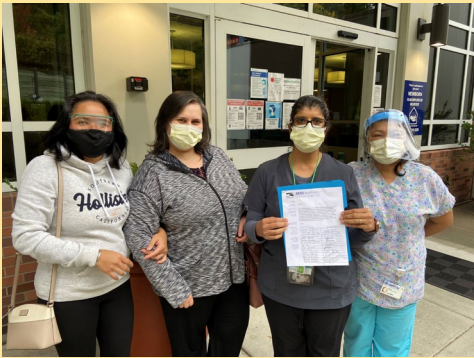


With incentive pay we need equity and inclusion of our Lab co-workers

Our incentive pay agreements can be expanded to new areas that are short staffed and meet the criteria for number of open shifts and vacancies. We are the experts at our jobs and that’s why lab is demanding consideration for the \$15 incentive spot pay and taking action, including sending a message to COO Russ Woolley:



“We are working short staffed in the lab. When they ask us to stay over, people have family and lives and don’t want to stay over when there is no incentive. Many of us are very excited about the idea of having incentive pay and know that it would help address our short staffing. We took action and signed and delivered a petition asking COO Russ Woolley to consider the need for lab to be included in incentive. We are asking to setup a meeting because we know Spot Pay would help our department and the whole hospital.”
-Christine Gounder, Lab Assistant



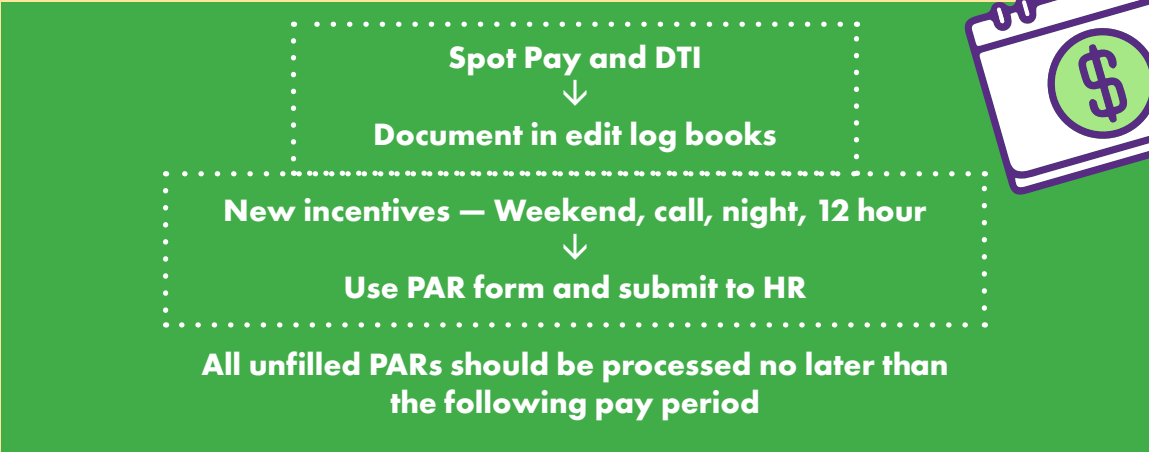
We need a commitment that CHI will pay the incentives on time

When we met with CHI to discuss staffing incentives our message was clear: We need to address staffing retention in addition to incentives that get people to come in when we are short. We were able to discuss and reach an agreement on staffing incentives including:

- ☆ \$30 Spot Pay for RNs and \$15 Spot Pay for CNA/HUC
- ☆ Double Time Incentive
- ☆ \$600 weekend bonus
- ☆ \$250 call bonus
- ☆ \$2,000 night shift change bonus

We need guarantees that our incentive shifts are tracked and paid in a timely way. Failure to pay incentives on time means failure to our patients who rely on the safe care we provide, while incentive pay helps keep hospital staffing levels safe during this unprecedented time.

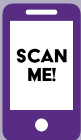
Reminder: We must take all steps to track our incentive shifts and be guaranteed that management ensures we are getting paid correctly!



We are using the Training Fund to get higher-paying jobs and improve our skills

The Training Fund will pay for degrees and certificates, and the Training Fund will also help to up your skills or change jobs to make more money at work. Would you take classes for free to do that? We can use our SEIU Healthcare 1199NW Training fund for classes, career skills, certifications and career counseling that lead to higher-paying job opportunities.

What are MY options with the Training Fund?
Check out the Training Fund website:
healthcareerfund.org



“I used the Training Fund to get my BSN and now I would like to use the Training Fund again to obtain my CCRN. It’s important that we continue to advance our careers and using the Training Fund has helped with that.” **-Adiam Gidey, RN**