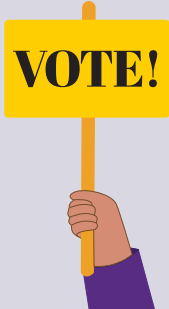


# We Stood United and Won a Tentative Agreement! Now It's Time to Vote

Our union bargaining team has reached a tentative agreement on our new contract at St. Clare. It's our turn to vote to ratify. **The team is recommending a YES vote!**





We're voting YES on improvements around wages, safe staffing, and our futures. Because of the strength of our union at St. Clare, we will be able to raise standards at all of the CHI VMFH CommonSpirit Health hospitals.



"This is a contract that we as workers worked hard to get with all of our sacrifice, love of St. Clare and each other, but most of all, taking great care of our patients throughout this Covid-19 pandemic! We were unified as a union and pushed management to recognize that we are all important and have an equal hand in making this hospital run. We got good wages all across the board, and every worker and their families will benefit. So, I strongly encourage each worker to vote yes for this contract!" *Cj Gist, Surgery Services, Peri-OP Support Tech*

## We will be voting in person and virtually on Zoom!

Wednesday, Oct. 13		Thursday, Oct. 14		Saturday, Oct. 16	
Time	Location	Time	Location	Time	Location
6:30am-9:30am	Main Entrance	6:30am-9:30am	Main entrance	6:30am-9:30am	Main Entrance
12:30am-4pm	Main Entrance	12:30-4pm	Main Entrance	12pm-4pm	Main Entrance
5pm-8pm	Main Entrance/ Zoom	5pm-8pm	Main Entrance/Zoom		
11pm-2:30am	Zoom	11pm-2:30am	Zoom		

Join a Zoom vote meeting: <https://1199nw.org/2X5cvBY>

## United across CHI and building strength as a union

*This is a momentous time for us as workers at CHI VMFH as we unite together*

Over the past several months while bargaining at St. Clare, member leaders and bargaining team members have joined together with member leadership across CHI VMFH CommonSpirit to hold the hospitals' administration accountable. Through our joint work with fellow union members, we are standing up to management's unfair labor practices and we are fighting for safer staffing.



"After many actions like sticker-ups, purple days and uniting as coworkers, we pushed management and won a good and fair contract! We won on the issues that really mattered to us and our coworkers. We won a great contract on wages and much more, that will help better the lives of many of our coworkers. I recommend a vote of YES for this contract!" *Laura Wachendorf, PCU, CoNA*

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 wants us to waive our rights to bargain, waive our right to file a grievances or Unfair Labor Practice charges. Member leaders across CHI St. Clare, St. Joe, St. Elizabeth and St. Anne 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.

Covid mandate effects

Our union and a supermajority of coworkers 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.

We won by joining together with fellow union members at St. Joe, St. Anne, and St. Elizabeth!

- ☆ \$30 Spot Pay for some tech job classes and \$15 Spot Pay for CNA/HUC and ER Techs
- ☆ \$600 weekend bonus
- ☆ \$250 call bonus

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. Incentives are effective until January 8th.

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

When we met with CHI to discuss staffing incentives, we sent a message: We need to address staffing retention in addition to incentives that get people to come in when we are short.

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!

