



We Have Reached a Groundbreaking Agreement on Our New Contract!

Our coworkers at St. Clare Hospital overwhelming voted YES!

This is a momentous time at St. Clare - We won on our issues!

We stood together as one, holding St. Clare-VMFH accountable to provide safe, quality care. We came into bargaining in an unprecedented time, weathering the Covid-19 pandemic, we stayed the course and won! As healthcare workers, it was important that we won on our key issues to ensure that our patients are safe, and our voices are heard.

On Saturday, a majority of our coworkers voted and overwhelmingly voted “Yes” to ratify our new contract. Because we matter, and we deserve to be treated with fairness and respect.



Through our unity, we won on the bargaining priorities we said were important to us:

- ★ Wage increases for every coworker
- ★ Premium pay increases
- ★ Protecting our healthcare
- ★ Staffing and safety during Covid-19
- ★ Advancement via the SEIU Healthcare 1199NW Training Fund
- ★ Joint work toward racial justice and belonging for all coworkers
- ★ New Call language
- ★ OEI with facilitators
- ★ Commitment for no mandatory Low Census for Peri-op areas

Our dividends are manifesting

We won the Training Fund: Joining the SEIU Healthcare 1199NW Training Fund in 2022

After years of struggle, we moved St. Clare to make the historic decision to join the SEIU Healthcare 1199NW Training Fund in April 2022 – which means all service coworkers can go back to school for free.

The Training Fund will be a life-changing opportunity for many coworkers to increase our income and opportunity:

- ★ \$3,500 paid upfront to a college every year for classes
- ★ Training fund “Navigators” help us plan our educational path and have success
- ★ Special classes and programs just for Training Fund members – sometimes including grants to help pay for things like childcare or reducing your FTE with income replacement
- ★ Apprenticeship programs – on-the-job learning with a paycheck
- ★ A force to undo the effect of systemic racism: providing more opportunity to people of color, who are overwhelmingly in the lowest-paying jobs at the hospital

Plus:

- ★ St. Clare contributes 1% of their total payroll to the Training Fund to invest in our future
- ★ Joining the Training Fund means CHI-Franciscan is starting to truly recognize us and our union as partners they must acknowledge

A strong union—no takeaways and strength to welcome new members

Now, the first time ever, we won a new contract, with **NO** takeaways and instead a new, trail-blazing path forward.



“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.” *Laura Wachendorf, PCU, CCNA*

We kept the Training and Education Fund

Our tech coworkers will have access to more funds - \$40,000. Any funds left over from the previous year will roll over to the upcoming year

Standing united at St. Clare through the past 10 years:

- ★ 1 strike
- ★ 3 informational pickets
- ★ 10+ years of growing partnership with community partners, elected officials like Denny Heck, many other community leaders
- ★ Marches up to HR, sticker days, rallies, unity breaks, petitions, purple up days and everything in between—too many to count!



We came into bargaining in an unprecedented time and won!

Weathering the Covid-19 pandemic:

- ★ Furloughs and many days of Low Census
- ★ Scary and unsafe working conditions
- ★ Social distancing – not the typical bargaining campaign

Because of our unity:

- ★ We will be tracking Low Census making sure folks are not losing hours and have paycheck protection
- ★ Have a new commitment to no Low Census Peri-Op Services and Peri-Op Services. After February 2022, we will reevaluate to extend.

Under new corporate alignments:

- ★ We are part of 120,000 workers at CommonSpirit Health and Virginia Mason
- ★ Joining with a vital movement for Black lives in our community and through our union!

What we won: Some of our strongest-ever wage increases, needed urgently during a tough time

Upon contract ratification:
3% or more total compensation increase for every coworker*

*Details:

- ★ Coworkers will see the pay increase two pay periods or sooner upon ratification
- ★ Significant increases to the pay scales of our lowest-paid coworkers in EVS and Dishwasher so that no one is stuck at \$15/hour for more than one pay step and everyone on the whole scale moves up
- ★ Increase Lead Premium to \$1.50 for Service coworkers
- ★ Increase step 12 to a 3% step increase from 2.75% and cascade up the scale for our Tech coworkers
- ★ Increase step 14 to a 3% step increase from 2.75% and cascade up the scale for our Tech coworkers
- ★ Increase step 24 to 2.75% above step 23 for our Tech coworkers

July 1, 2022:

2.25% increase for every service coworker

- ★ All service workers at steps 19 or above will all move up an additional 2% more, meaning all our longest-serving coworkers get an additional 2% raise right then, and we will all have more opportunity to move up as we advance at St. Clare.
- ★ Along with a weekend premium increase to \$1.50.
- ★ 2.5% for every tech coworker — our bargaining team stayed long into the night to fight for equity for our service coworkers and ultimately made the decision that this was the best contract for everyone.
- ★ There will be two new steps added to the tech scale: 25 and 26. For all our tech coworkers who have been at the top of the scale will now have a chance to advance up 2 additional steps. 25 will become a gap step and 26 at 2.75% above step 25 for all our tech coworkers.

July 1, 2023:

2.25% increase for all our service and tech coworkers

- ★ On top of the 2.25% ATB all our tech coworkers will receive:
- ★ Increase Shift 2 to \$2.00
- ★ Increase Weekend Premium to \$2.50



“I feel great about the agreement we got! I’m proud of it! Our wages are the strongest we’ve ever got, and I am proud of the training fund. Now young people and older people coming up behind me who want to go to school can. It’s there for them. The fund has a lot of assistance, wrap around services and members are not just on their own. For someone who has been on the bargaining team for a while, this is the shortest we have ever had and the most we have ever gotten and in a time of Covid! I’m encouraged that CHI-VMFH could do better. We didn’t allow any takeaways and created a new pathway for higher standards. I’m so proud to be a service worker and a union member. This is exciting! YES, all the way!” *Cj Gist, Surgery Services, Peri-OP Support Tech*

In addition to these raises, we won \$500 ratification bonus prorated by FTE and .2 per diem. Anyone on the payroll at time of payment will be eligible. We also continue to receive our step increases on our anniversary date – so most coworkers receive around 11% to 18% increase from their current pay over the course of our new contract

How our first-year increases will work

- ★ Our principle was that every coworker gets a minimum pay increase of 3% and no one is left behind
- ★ We moved management to give almost all coworkers a 3% raise – and many will receive more
- ★ Those who don't get 3% in a raise right away will get, this first pay period, an additional payment that would bring our total compensation increase to 3% for the first year of the contract
- ★ These increases are in addition to the step increases coworkers will receive on our anniversary date this year

Tech Positions	Percent Increase
ANESTHESIA TECH	2.50%
CT TECH	2.75%
ECHO TECH	3%
INTERVENTIONAL RAD TECH	2.75%
MRI TECH	2.75%
NUCLEAR MED TECH	2.75%
PHARMACY TECH	4.00%
PHYSICAL THERAPY ASST	4.00%
SLEEP LAB/EEG TECH	2.00%
RADIOLOGY TECH REG	2.75%
RADIOLOGY TECH-NONRG	2.75%
RADIOLOGY TECH-STUDENT	2.75%
RESP CR PRACTITIONER	2.75%
SONOGRAPHER	2.75%
SONOGRAPHER-NONRG	3.00%
SONOGRAPHER-STUDENT	3.50%
SURGICAL TECH	3.00%



How our first-year increases will work (continued)

Service Positions		Percent Increase
NURSE ASST CERT		3.75%
DIAG IMAGING AIDE/TRANSPORTER		3.75%
NURSE ASST/HUC		3.75%
COOK		3.75%
DIETARY AIDE		4.25%
DIET CLERK		3.%
DISH WASHER	Delete and Move to Food Service Aide.	
EMERGENCY TECH		3.25%
ENVIRON SVC TECH	Step 2 moves to become base. Add steps at top of scale to maintain 26 steps.	2.00%
FOOD SERVICE AIDE		3.50%
HEALTH UNIT COORD/SCHEDULER		3.50%
PT CHART REP		2.50%
DIAG IMAG REP		3.50%
INVENTORY CONTROL SPEC	Move employees up one step.	2%
MATERIALS SPECIALIST	Inventory Tech	4%
MAILROOM ATTENDANT	Mail Clerk	3.00%
MAINTENANCE ASST		3.50%
MAINTENANCE ENGINEER		3.50%
MONITOR TECH/HUC		3.50%
PT SERVICES REP	Patient Account Rep	2.75%
PERIOP SUPPORT TECH		3.00%
STOREROOM CLERK	Receiving Clerk	4.00%
REHAB ASST		4.00%
SCHEDULING COORD		3.50%
STERILE PROCESSING TECH		9.00%
NRSNG TECH REG-STDNT		2.00%
HEALTH UNIT COORD		3.75%

What we won: A new commitment to racial justice, inclusion, and belonging

Standard-setting new section of our contract titled “Diversity, Inclusion and Belonging”

Our joint commitment, in our contract:

The parties agree on the importance of embracing a culture of equity, diversity, inclusion and belonging and commit to work collaboratively to ensure a positive work environment.

Next steps toward this goal:

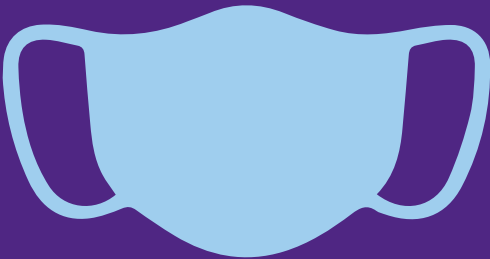
- ★ New diversity, inclusion and belonging meetings following every labor-management meeting—including making a joint workplan for improvement, data-sharing, and reviewing escalated unresolved issues. We will also be using an outside facilitator who will help bring in new resources and perspectives to help bring about the right culture change in St. Clare.
- ★ “Rapid response” process to schedule an urgent meeting within one week when a situation arises that violates the commitment to equity, inclusion, and belonging.
- ★ New “focus group” of representatives across the hospital, including four SEIU members, identifying problems and solutions regarding diversity, inclusion, and belonging.

What we won: A voice in staffing and safety during Covid-19

Two Staffing Meetings with the Chief Operating Officer and Chief Nursing Officer to raise staffing concerns across the hospital.

- ★ In past years, we have used these meetings successfully to win new positions added to departments and stop staffing and pay practices that violate our contract and patient safety!
- ★ We can also use this space to have discussions on Covid-19, including PPE, changing safety protocols, and quarantine trends, at additional labor-management committee meetings this year.

New MOU: Coworkers who believe they are unfairly denied paid admin leave for workplace exposure can bring union representation to a meeting to resolve the issue.



What we won: Commitment for no mandatory Low Census for Peri-op areas and accountability to follow the law for call and standby shifts

Low census protections

New: Management must release travelers and agency first!

New MOU: Our coworkers in Perioperative Services and Sterile Processing, which were hit hard during the pandemic, will not be mandatorily low censused through Feb 1st. The hospital must offer work elsewhere in the hospital for which they are qualified.

Our current contract language still exists and is protected, “employees subject to low census will be given the opportunity to voluntarily float to other units where the need exists, and where the employee is qualified to perform the required work.”

If you are denied the opportunity to work elsewhere, contact your delegate.

Low Census Tracking: This will be a standing agenda item at Labor Management Committee. Every quarter management will provide the union with low census data. It’s important that every coworker has paycheck protection.

Call and standby protections

It is important that we have work life balance and aren’t so fatigued where our patients’ safety could be at risk.

New: Management will follow state law regarding standby. This closes an important loophole that leads to mandatory overtime.

New MOU: Special meetings to discuss issues related to mandatory call and work to resolution.

Data sharing of callback information to review in the labor management committee.

What we won: Protecting our healthcare

- ★ No increases to medical benefit premiums for 2021 (at Open Enrollment coming up this month)—meaning our full raises go into our paycheck!
- ★ Protecting our \$450/year annual wellness benefit for the length of our contract—2021, 2022, and 2023
- ★ Maintaining existing healthcare protections in our contract:
 - ★ Wellness Committee and joint work to remove barriers to access to the wellness benefit
 - ★ Protection from collections and access to financial assistance—a big win in 2018
 - ★ Written commitment in our contract that our personal health and wellness info can't be accessed by supervisors and HR

What we won: Welcoming new coworkers to the union

- ★ Up-to-date lists of new hires every two weeks—so we can welcome new coworkers in a timely way, without coworkers unintentionally going a long period without getting their contract or becoming union members
- ★ Information to contact new coworkers by phone
- ★ If New Employee Orientation happens in-person in the future, we will have access to welcome new coworkers there



“I feel that we need to have a louder voice about what’s happening within our hospital as far as wages, and policies that expect us to work more with less. The patients will be impacted if policies are put in place that affect staffing and affect our ability to do our jobs. And that’s why I joined the union after 28 years — the hospital’s culture has changed. It used to be more patient-centered and they are moving more like a business now. Instead of spending millions of dollars on naming sports arenas, we need VMFH to focus on staffing, equipment, and infrastructure that supports the patients and staff first.” *Vicky Stanich, Sleep Lab, EEG Tech*

“In times like this power is in the numbers — the more people and more votes, the more we can make change. So, to be united and engaged in the union is how we see change and make sure management knows our voices matter. So although some things may not directly affect me, my engagement and voice can help my coworkers.” *Dietrick Clay, Maintenance Assistant, Plant Ops- Maintenance*



What we won: NO Takeaways

We maintain ALL of the protections and rights in our current union contract.

Big win: NO reduction in pay for per diem coworkers!

- ★ Management wanted to reduce per diem pay in lieu of benefits from 15% to 12% – that’s a 3% pay cut!
- ★ Unfortunately, our RN and tech colleagues’ unions agreed to this change, so it is now a standard for many coworkers in the hospital
- ★ BUT – we were able to fight it off and say **NO**

Instead of a pay cut, our new contract has new availability requirements for per diem coworkers—a win/win for ensuring predictable staffing coverage and shared responsibility for working on holidays:

- ★ Per diems will be available to work 3 shifts/month (or the equivalent spread over a 6-month period) – this does not mean per diems will necessarily work all those days, but that they will be available to be scheduled if there’s a need
- ★ Per diems will be available to work 1 summer holiday (Memorial Day, Independence Day, or Labor Day) and 1 winter holiday (Thanksgiving, Christmas, New Year’s) each year

Another big win: Preserving our successorship protection

- ★ If CHI’s alignment with Dignity or another organization changes, our contract and union at St. Clare stay in full force

Other contract updates:

- ★ Job postings will be online
- ★ New: Lactation Language for new moms that cites the law in making sure new moms have a place to breast pump and the time to do it

Join our Healthcare Leadership Fund to continue to grow the community unity that has allowed us to win as a union at St. Clare

Join HLF!

hlfseiu1199nw.org



What’s Next

Continue to take action: Broad-Base Award Bonuses

Have you signed the petition yet?

- ★ The national CommonSpirit administration last year gave these awards without bargaining with our union or any CommonSpirit union, which we believe is illegal. We filed a ULP and we are now in arbitration. This year they wanted us to waive our rights to our grievances process or file a ULP and we said “No” along with our siblings in WSNA. Therefore, we are taking collective action as a whole and signing a petition to hold CommonSpirit accountable.
- ★ We are saying that all our coworkers should receive this hard-earned recognition. Which is why we will be taking action to hold management accountable to bargain these awards with our union and without waiving our rights to not have any recourse.

Huge THANK YOU to our Bargaining Team:



CJ Gist, PeriOp Assistant, OR

Ruth Scheidt, Respiratory Therapy, Cardiopulmonary

Maria Ulloa, EVS Tech, Housekeeping

Gulnora Witas, Respiratory Therapy, Cardiopulmonary

Laura Wachendorf, CNA, PCU

Celena Jackson (Rodriguez), Echo Tech, Echo Cardiology

Chrystal Thompson, Sterile Processing Tech, Peri-op

