

# We are United for a Strong Contract

On the first day of bargaining, our bargaining team presented proposals that are true to our union's values. After we ratified our bargaining proposals with 100% approval from coworkers, we presented those values to management and shared what it would take to reach an agreement that will prioritize frontline staff and patient care. With the pandemic and uncertain times, rising inflation, and the challenges of chronic short staffing, working to our best capacity is not enough. We need change and we are committed to bringing that change to the bargaining table and taking action to uphold our values.

## Our priorities came from the voices of our co-workers

We used our bargaining surveys to guide our priorities as a union and shape our proposals. At the bargaining table we gave management our first set of proposals that support those priorities:

### 1. Wages to recruit and retain

- 18% increase to all wage steps and scales on 3/31/22
- 7% increase to all wage steps and scales on 3/31/23
- 7% increase to all wage steps and scales on 3/31/24
- Increase Charge Nurse premium to \$3.50/hour
- Contract expiration on 6/30/24



"Here at St. Elizabeth Hospital we are like a family. We are asking for these raises because coworkers are going away to higher wage hospitals. We are asking to keep this family together. Human kindness is being shown on a lot of CHI Franciscan advertisements so we are asking CHI to show us, the frontline nurses, the same kindness by giving us competitive pay so we can keep our own family together." - **Mark Ignacio, RN ED St. Elizabeth**

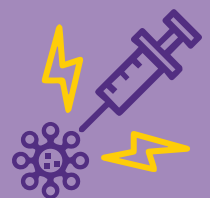
### 2. Training Fund to advance careers and improve nursing

- Up to \$5250 a year in upfront tuition assistance



### 3. Covid protections

- Ensure that we are alerted if we are exposed to Covid-19
- If we get sick, the hospital will recognize we were exposed at work and pay for that time without draining our PTO and EIB



"We've had patients become Covid positive after testing Covid negative, and then become positive in the hospital while we are walking around in our simple masks. Many times, when you put that tray down, you are in their face, and you are unknowingly becoming exposed. There must be better protections going forward into the future so we do not get sick and are supported by CHI financially if we do need to miss work from Covid exposure." - **Kelly Patton, RN**

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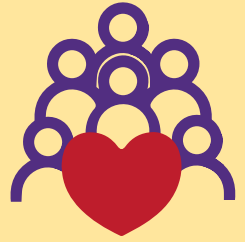
## Bargaining Priorities continued

### 4. Union strength

- Improved language and for timely data sharing so that new hires are welcomed to the union

### 5. Medical benefit protection

- Protect our premiums and wellness plan for the life of the contract



"We are one team standing united. We need to be consistent and make sure that the needs of our co-workers are heard and stand united across all departments so we can settle a good contract."

- Katie Amer, RN Operating Room

## NEXT BARGAINING SESSION

# March 29

Reach out to your delegate  
or bargaining team member  
for updates