



Through Unity and Action, We Ratified a Contract that Moves Us Forward!

Our coworkers at Providence St. Peter's voted unanimously to ratify our new union contract! Over the past 10 months, our bargaining team met with management to send a clear message: "We will not leave anyone behind, it's time to respect us, protect us, pay us!" Through our actions, our unity, and the support of our community, we were able to secure significant wins in our new contract.

We won the following:

- ★ 16% to 39% in market adjustments for ALL job classes – no one was left behind
- ★ Increases to all our shift differentials
- ★ 8.5% ATB for the next 3 years for all job classes
- ★ \$550 bonus which averages to 5 months of retro prorated by FTE (per diem hours worked will be counted)
- ★ Staffing language: CNA's and HUC's will now be part of the Nurse Staffing Committee
- ★ Workplace Violence Committee language to make St. Peter's a safer workplace
- ★ Access to the Training Fund to allow us to advance our healthcare careers
- ★ Union leave to allow members to continue building our union
- ★ Several eliminations of ghost steps to allow for more step increases for our coworkers
- ★ Email and phone number for NEO to connect with our new coworkers which makes us stronger as a union
- ★ OEI language to create and foster a culture of belonging at St. Peter's
- ★ Year-for-year past credit experience for those with acute experience, and half credit for those without
- ★ Experience review within the next 120 days to allow our coworkers to get credited for our FULL experience
- ★ Preceptor and orientation language
- ★ Preceptor pay at \$1.35 per hour
- ★ Per diems moved from 10% to 15%
- ★ Plus so much more!



"This is the union difference! SEIU Healthcare 1199NW at Providence St. Peter's set community standards when they raised the hospital minimum wage of \$15 in 2017. We DID IT AGAIN! With this new contract we made many great steps forward and quality standards for our community. No one is left behind – 16% to 39% increases plus 8.5% ATB." – **Ashley Hoskins, CNA, Neuro ICU**



JOB ROLES	MARKET ADJUSTMENT
Admitting Representative	9% to 14%
Barista	5% to 9%
Cook	5% to 9%
Di Asst III	5% to 9%
Emergency Center Technician	9% to 14%
Food Services Worker	5% to 21%
Housekeeper	7% to 29%
Infectious Waste Handler	7% to 19%
Linen Worker	5% to 21%
LPN	5% to 9%
Materials Supply Tech	5% to 9%
Monitor Tech	5% to 9%
NS Retail Assistant	5% to 9%
Nursing Asst Certified	9% to 14%
Nutrition Assistant	5% to 9%
Patient Sitter	5% to 9%
Perioperative Support Asst	6% to 14%
Sterile Processing Tech	13% to 18%
Surgical Tech	6% to 11%
Surgical Tech OB	6% to 11%
Transporter	5% to 6%
Unit Secretary	9% to 14%

Reflections from our bargaining team



“I feel excited about this contract. I’m most proud that there were no take aways! And that we have made positive strides in getting everything we could for our members.”

- **Lonnie Pitts, CNA/ HUC, CDU**



“It is so important that St. Pete’s not only creates but embraces a culture of equity, diversity, inclusion and belonging. We won groundbreaking language on racial justice and commitment to work collaboratively to ensure that we have a positive work environment. Its not only reflected in our OEI language but our wages as well. No one was left behind.”

- **LaToscha Carter, CNA, Surgical Short Stay**



“This contact gives us fair compensation, that helps with retaining workers and recruitment of high-quality workers that will be able to further their EDUCATION to make living in this community sustainable.”

- **James Warfield, Surgical Tech, Labor and Delivery**



“Being in a union is about more than just pay and benefits. It’s about respect for the work we do. It’s about being safe and protected at St. Pete’s while we work. It’s also about having the resources and

training which allows us to do our job to

the best of our ability. This contract does all of these things and addresses many of our long-time issues.”

- **Keagan Hemenway, PSA, Surgery**

