



Invest in Us!

Two hospitals, one struggle

Across our union at VMFH-CHI CommonSpirit, we are struggling with staffing and recruitment and retention. At St. Elizabeth and St. Anne, we are standing strong through bargaining in our message that we need wages that will recruit and retain our coworkers so that we can give the best care to our community. At negotiations on Tuesday our bargaining teams at both hospitals sent a message to VMFH-CHI Common Spirit that they need to do better because our current wages are having a direct impact on our staffing and the care we are able to give to our patients.

Wage proposals for:	CHI-VMFH CommonSpirit	Union
St. Elizabeth Hospital, RN	7% at ratification, 2% in second year, 2% in third year of the contract	18% first year of the contract with retro, 7% in the second year, 7% in the third year
St. Anne Hospital, Service and RN	RN- 6% at ratification, 2% in second year, 2% in third year of the contract Service- 2% at ratification, 2% in second year, 2% in third year of the contract Market adjustments between 1%-4% dependent on job classes	20% first year of the contract with retro, 8% in the second year, 8% in the third year

St. Elizabeth Hospital

We met with management on Tuesday and shared how frustrated we were with their wage proposal that doesn't come close to market. We know that surrounding employers are opening their contracts to negotiate new wages to be competitive and recruit and retain health care workers, CHI Franciscan should do the same! We also met with the St. Anne bargaining team to share the disappointment we have with how bargaining has been going. Our teams are ready to take action against management's bottom of the barrel offer.

Our team has made every effort to be available for negotiations and have sacrificed our time, vacation, and pay to do so. We are committed to winning a contract that that supports our patients, our families, and our community.



“We are in dire need for this wage proposal to be completed. We cannot afford to lose anymore nurses, we already lost 11 experienced, full-time RN’s and 10 of them went to Covington. The last one initially became a traveler and instead of coming to St Elizabeth which he said he would because he loves this hospital, he went to Covington as well. We are going to keep on losing our experienced nurses because we cannot compete with our neighboring hospitals. We need to be competitive so we can retain and recruit. We ask that you invest in us so we can continue to be this special place called St Elizabeth Hospital.”

- Mark Ignacio, RN, ED



“It’s insulting for them to not value us. We have all made sacrifices to be here for them to have a low offer. If management wanted this to be done, they would have given us all days off to be able to be here. We need stay strong and

stand together.”

- Sherry Tomt, HRN



“United we are stronger. Doing actions together shows that we are united in solidarity with our bargaining, and we are not willing to settle for lesser in our contract than we deserve. Knowing that we are supported by other Franciscan hospitals shows that we are not alone in our struggle and bargaining. We should all support each other”.

- Katie Amer, RN, OR



“Anything less than competitive wages is insulting. We know what is being negotiated across the state and what they are offering is below market wages.”

- Kelly Patton, Acute, RN

St. Anne Hospital

Management came with economic proposals that reflect the market before COVID. They have not listened to anything we have said about what’s important to us, our families, and our patients. Our proposals that we gave to management reflects the current market and what we need to recruit and retain staff. As healthcare workers we need VMFH-CHI CommonSpirit to do better for our coworkers, our patients, and our community.



“The percentage that was proposed to us is so disrespectful. VMFH-CHI CommonSpirit’s proposal is not enough to keep up with inflation and the cost of living. My coworkers and I are worried because we are working very hard to keep St Anne going. We don’t feel appreciated, especially with all of our hard work and constantly taking patients over grid”.

- Adiam Gidey, ICU RN



“Their proposal disrespects us. This not good we’re behind already and really under staffed. We all professional here they should be professional to come to us and give us what we deserve.”

- Amparo Raymond, Dietary



“All the other hospitals around us are getting bonuses - retention and Covid. We need St. Anne to do better to retain and recruit employees. Management! Please reconsider this % of proposal! We need to work together to give the care that our patients need. VMFH-CHI CommonSpirit, give us a reason to stay! My mom worked for St. Anne for 50 years, I was born here, my kids were born here, but with the economic proposal they give make me think if I should stay here. We deserve better, we need to show them that we’re United and get what we deserve”

- Kara Shafer, Float RN