

We're voting to take action to tell VMFH: Do the right thing
Invest in us, respect us, and put patients before profit

Our bargaining team is calling for a YES vote to stand together with an action plan. We saw some movement this week from VMFH-CHI at the bargaining table, and we're getting closer to an agreement that respects our work, but we're still not close enough to be competitive with the surrounding area.

We are strongly united at St. Anne's and delivered to management a petition signed by a super majority of our coworkers demanding respect and to accept our bargaining proposals.



"We have seen some movement today from management on economics, but nothing close enough to be competitive with area hospitals. To get us there, we need you to vote next week to take action. The power is in your hands!" - **Jenny Carter, Sterile Processing**

Now, we need to come together and take action!

Key Issue	Our Proposal	Management
Wages	Service: 20% for 1st year 8% for 2nd year 7.5% for 3rd year	Service: 2% 1st year + Market adjustment (varies depending on job title) 3% 2nd year 3% 3rd year
	RN: 20% for 1st year 8% for 2nd year 7.5% for 3rd year	RN: 9% for 1st year 3% for 2nd year 3% for 3rd year
Loyalty Incentive Program	An incentive bonus to help retain current employees and a commitment from the employer to INVEST IN US!	REJECTED
Per Diem Expectations	REJECTED	Per diem nurses must be available a minimum of three (3) five (5) scheduled shifts each month

Join a vote meeting and make your voice heard!

Our actions are working, but we need to continue to push management to invest in us, our patients, and our community. Come vote YES to approve our bargaining team to call for an information picket and future public actions.

Vote location: Cedar Room 3 & 4

Date	Time
October 19	8:30am - 10:00am
	11:00am - 1:30pm
	2:45pm - 4:00pm
	6:00pm - 7:45pm
October 20	12:45pm - 2:00pm
	5:00pm - 7:45pm
October 21	8:30am - 10:00am
	11:00am - 1:30pm
	2:45pm - 4:00pm
	5:30pm - 7:45pm *Vote count!*



Contact your bargaining team about vacation donation and use the QR code above
<https://1199nw.org/3yvzfJZ>

"Our actions are starting to gain us some real traction in getting management to talk about across-the-board wage increases.



Our upcoming vote for an info picket will help to keep them moving in the right direction. Let's press them to keep up this momentum. Get fired up, things are finally happening! Here's how you can help: donate hours so we can stick this out and show up to vote so they see how serious we are about getting what we deserve, keep current employees and attract new staff!" - **Melissa Swetland, ED RN**



"We know it's a drawn-out process. We the bargaining team thank you all who donated their vacation hours so we can continue to fight for our wages and benefits and to those who haven't donated we encourage you all to support your team so we can continue to fight for a better contract. When we fight, we win." - **Mona Denton, OR RN**