

United to take action at St. Elizabeth and St. Anne

Our community depends on the care they receive from us, healthcare workers at St. Anne Hospital. It is time we let them know that VMFH has not been valuing and investing in the dedicated staff here and therefore has not been valuing the community we serve.

Our bargaining team is calling for an informational picket so that we can bring our message to the public. We care about our community and VMFH needs to do better at the bargaining table and settle a contract that invests in us. Investing in healthcare workers is investing in the community.



Informational Picket

When: November 10, 2022 from 3pm-5:30pm

Where: Sylvester Road SW on the sidewalk right outside of the hospital!

How does it work? What is an informational picket?

An informational picket means we march, chant and show our unity outside the hospital with our community – publicly holding VMFH accountable to us and our patients.

On the day of the picket, we report to work and take care of our patients; we come together outside the hospital to picket and rally on our lunch, 15-minute break, before or after our shift or on our day off. It's our one day to show VMFH the power of our unity. On picket day, we bring our kids, families, friends and pets!




“My goal is to have a contract that reflects how much we want this. I want it to be something we are proud of that we fought for and show people in my department that they see us. If that takes us yelling and screaming, then that's what it will be. Our voices are not silent, join us on the picket line.” – **Melissa Swetland, RN, ED**



“Our goal is to get a solution here. I wish to have good results here. I've been saying to my co-workers we cannot accept less than 20% and because we deserve it. That's my goal to get that with them and get everyone to stand together until we get it.” - **Amparo Raymundo, Dietary**



“My goal is to win a fair contact to get paid what I am worth and there is not just anybody that can replace you. There is something that comes with being at a place for a long time. They must pay my worth and I don't think anybody but us can demand that. They are very aware of what the other hospitals are making but they want us to accept that because we are in Burien that we are not worth the same. It's my duty to know my worth, add tax and fight for it. I'm trying to rally everyone on understanding the same thing – they are not going to give it to us, we have to go take it. We must ask and then we must go get it.” – **Mona Denton, RN, OR**

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VMFH's proposal for wages is behind the market

Our Proposal	Management
RN: 20% for 1st year 8% for 2nd year 7.75% for 3rd year	Effective two full pay periods following ratification, nurses will receive a 9% across the board pay increase. Effective first full pay period following July 1, 2023, nurses will receive a 3% across the board pay increase. Effective first full pay period following July 1, 2024, nurses will receive a 3% across the board pay increase.
Service: 20% for 1st year 8% for 2nd year 7.75% for 3rd year	Effective two full pay periods following ratification employees will receive a 2% across the board pay increase Effective two full pay periods following ratification, employees will receive a market adjustment (varies depending on job title) Effective first full pay period following July 1, 2023, employees will receive a 3% across the board pay increase. Effective first full pay period following July 1, 2024, employees will receive a 3% across the board pay increase.

We are going to the community and coworkers all across the hospital are standing up for stronger wage increases that will recruit and retain dedicated staff to St. Anne hospital. We are sticking by our values and making sure that no one is left behind; we are all in this together because all of our work is important.

Our fellow union members at St. Elizabeth Hospital

are also negotiating and facing the same challenges with VMFH. We are standing together in this fight. What VMFH is offering now will not keep pace with St. Joe's in Pierce County! In the wage chart we can see St. Anne and Elizabeth's current wages and just how far behind we are. Hospital after hospital in our area are investing in their employees and their communities. They're recognizing the need to keep up with the market. VMFH isn't doing enough. We will continue to be left behind unless we stand up and make Common Spirit invest in us the way we deserve.

Employer	Effective Date	Position	Min	Mid	Max
St. Elizabeth (current)	4/1/2021	RN	\$33.22	\$51.18	\$60.98
St. Anne (current)	7/1/2021	RN	\$34.68	\$54.34	\$65.69
Wage difference (%)			4.39%	6.17%	7.72%
St. Michael	9/7/2022	RN	\$37.37	\$57.58	\$68.6
			12.49%	12.50%	12.50%
St. Joseph	11/1/2022	RN	\$38.34	\$59.08	\$70.4
			15.41%	15.44%	15.45%
Virginia Mason	9/1/2022	RN - BSN	\$37.26	\$56.61	\$68.96
			12.16%	10.61%	13.09%

Paycheck errors

VMFH needs to pay what they owe us. Right now VMFH has a proposal on the bargaining table that says they do not need to pay back paycheck errors if we do not notify them within 30 days of the paycheck error. We have worked too tirelessly through this pandemic, picking up shifts, going above and beyond to help this staffing crisis for VMFH to keep our checks. Management wants us to agree to something that is less than what the law provides for.

Low census and travelers

We have fought hard over the years for protection from excessive low census for RN's and won the low census protection fund. Nurses who work at St. Anne should not be low censused first unless they volunteer. Travelers are contract workers that are meant to supplement dedicated FTE staff. Our bargaining team is holding strong that travelers should be first cut in the rotation every time there is low census. Management should not be sending home dedicated nurses when contract travelers are working. Invest in us!

Safe staffing

We need safe staffing for safe patient care. We are fighting for break relief nurses so that we can rest without worrying if our patients are getting the care that they need. We are standing up for a stronger voice in a new standalone Nurse Staffing Committee where nurses can work on resolving staffing complaints, setting the matrix's for each unit and have a union voice. We need a commitment from the hospital that charge nurses should not be taking patient assignments except in cases of emergency so that they can be there for the patients and the staff.