

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

Our community depends on the care they receive from us, healthcare workers at St. Elizabeth Hospital. It is time we let them know that VMFH has not been valuing the nurses 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.



“We need to address the lack of staff at St. Elizabeth. When I am on call I don’t have extra staff like Harborview or St. Joseph that have 24/7 doctors, housekeepers, sterile processors, materials services and a recovery room – It’s just me doing all of those jobs and it is not safe for patients or staff. We need wage increases to get other nurses to apply and stay at St. Elizabeth. It feels like CHI is not serious about the negotiations because they haven’t even come up to market standards. The nurses, staff and hospital need to hold Virginia Mason Franciscan Health accountable to our community and our hospital. Join me to show your support on Nov 10th.” – **Katie Amer, OR**

### Informational Picket

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

**Where: Battersby Ave 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! Food, drinks, and signs are provided.



“I have worked 12 years at St. Elizabeth and I am tired of providing discounted labor. This is the time, and they are seeing what’s happening with other contacts and to still be coming back with these kinds of wage proposals means their intent is to keep us the lowest paid organizations in the area, not just Burien and Enumclaw – it’s CHI in general want to establish themselves as the lower payer (Walmart of healthcare). Their patients are at risk. We’ve lost so many nurses to organizations. They are incentivizing people to leave. The only bonuses are for people who leave. They prioritize contract workers or travelers over their regular staff. I came to St. Elizabeth because they have a union, St. Francis didn’t have one and I watched Unfair Labor Practices happen over and over. This organization just really needs to take a long hard look at the way they are managing their labor.” - **Jeanne Oden, RN, OB**



continued on flip side 

<b>VMFH's proposal for wages is behind the market</b>	<b>We are standing up for stronger wage increases that will recruit and retain dedicated nurses to St. Elizabeth Hospital</b>
Effective 2 pay periods post ratification - 11.5%	17% upon ratification
1st full pay period following April 1, 2023 - 3.5%	7% 2023
1st full pay period following April 1, 2024 - 3%	6.75% 2024
	1% 2025
Effective 2 full pay periods post ratification: Fill the ghost steps at 21, 23 and 27 at a rate halfway between step below and above.	Effective the first full pay period following ratification, the wage scale will include new steps 21, 23, 27, and 30 at 2.5%. These increases will cascade up the scale.

Our fellow union members at St. Anne 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 St. 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
Wage difference (%)			12.49%	12.50%	12.50%
St. Joseph	11/1/2022	RN	\$38.34	\$59.08	\$70.4
Wage difference (%)			15.41%	15.44%	15.45%
Virginia Mason	9/1/2022	RN - BSN	\$37.26	\$56.61	\$68.96
Wage difference (%)			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 and won the low census protection fund. Nurses who work at St. Elizabeth 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.



"The fact that Travelers don't go first is a ridiculous practice I feel. That should happen before any regular, loyal staff has to leave on their regularly scheduled day. I realize you have to pay them anyway but the answer to that is to get the place to where we don't need travelers. A loyal employee should not have to go home low censused while temporary help works in place of them. This does not line up with the core values." - **Cindy Anderson, ED**

### 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.



"I've worked as an Acute care charge for 13 years and this is my 4th negotiation and we've done pickets before. There is a lot at stake, and we are more in power this year to demand better for all of us. I'm insulted by what they offered to St. Elizabeth and what they offered St. Anne. We have the power and just need to go forward." - **Kelly Patton RN, Acute**