



Union-wide updates: We're holding VMFH accountable

Broad-Based Award Bonus

We continue our fight for the 2021 Broad-Based Award. We filed Unfair Labor Practice (ULP) charges against VMFH/CommonSpirit for refusing to bargain the Broad-Based Award (BBA) in good faith in 2020 and 2021. Those charges are still pending before the National Labor Relations Board (NLRB). The Appeals branch of the NLRB determined earlier this year that our 2021 charges have merit because the bonus was a mandatory subject of bargaining and CHI did not bargain with us in good faith. While we await further action on these charges by the NLRB, we are continuing efforts to reach an agreement with VMFH/CommonSpirit to resolve the pending ULPs.

Every one of us is essential— every one of us showed up, suited up, and did our absolute best for our patients every day throughout this pandemic. We need to continue to stand united around the 2021 BBA and ensure that our rights as union members to file grievances and hold CHI Franciscan/CommonSpirit accountable so that none of us are left behind.

UPDATE We won the 2022 Broad-Based Award.

After we fought them for years on this, VMFH/CommonSpirit finally recognized this year that they needed to negotiate a fair process for these bonuses with us. **We will be receiving the 2022 BBA bonus!** We won an MOU that guarantees a fair process including our ability to challenge a determination that any one of us is ineligible for the bonus. It is important that you request to review if you do not agree with your eligibility status. Reach out to your delegate if this is the case.



“This agreement is a good sign telling us that we have to fight for what we want and cannot leave it up to management to make the decision. When we fight we win. It is worth holding on for what is right. Now we are getting this money with the right to appeal and file a grievance.” - **Desiree Castillo, CNA**



“It’s about time CHI agreed to do the right thing. We held to our principles and won.” - **Jeanne Oden, RN**



“We need CommonSpirit to acknowledge the hard work and excellent care that we provided to our patients while working extremely short staffed. Everyone deserves the bonus and if an employee does not receive it, we need to be able to appeal the denial.” - **Kara Shafer, RN**

Fidelity 401(k)

As part of the CHI 401(k) retirement savings plan, members were able to request a loan from their account and repay through payroll deductions. VMFH/CommonSpirit unilaterally made the decision to stop loan repayment through payroll deductions making it no longer an option. Leaders across our union are holding management accountable.

What's being done:

- ★ We sent a Cease and Desist to the employer to immediately stop implementation until we can bargain the effects
- ★ We sent a demand to bargain the effects of this decision
- ★ We requested information about the employer's plan and the impacts
- ★ We are scheduling dates for negotiation

CommonSpirit Health ransomware attack and overpayment collections

Healthcare workers and patients are still feeling the overwhelming impacts of the recent ransomware attack. While online systems are getting restored, VMFH/CommonSpirit has sent emails asking union members across the system to acknowledge overpayments and make a plan with the employer to have sums of money deducted from upcoming paychecks. They have provided no transparency through this process to members or an accounting of how they came to the amounts they are requesting. We need transparency and the ability to ensure that no one is overcharged and that any repayments are correct and administered in a way that does not cause hardship.

What's being done:

- ★ We sent a demand that the employer Cease and Desist any attempt to collect repayment until we can see the information and negotiate
- ★ We sent a demand to bargain the effects of this decision
- ★ We requested information about the employer's plan and transparency
- ★ We are scheduling dates for negotiation

Reach out to your delegates, bargaining team members, and organizers to participate in the actions we are taking to hold VMFH/CommonSpirit accountable. If you have paycheck errors or overpayments scan this QR and fill out the survey as soon as possible to take action.



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