



# We Stand United to Bargain Equitable Incentives and Fix Staffing

As a union, we are bargaining in good faith over incentives despite management working to divide us. When management created a “Capacity Team” and unilaterally implemented incentives in bad faith, our union leader coworkers from across the hospital gathered together to discuss what is best for our patients and community at St. Pete’s.

Staffing has been a struggle throughout the hospital, and that is why our leadership team requested that management cease and desist so we could look at staffing solutions for the whole hospital by bargaining an agreement that includes everyone and prioritizes all patient care needs. We had our first negotiation session on Thursday, December 29 and are waiting on a response from management.



“We are here to bargain with you in good faith with the hospital like they promised us last year during bargaining for our collective bargaining agreement. Management assured us that we would have the opportunity to bargain again last year if the bonuses were brought back. The way that these bonuses were implemented were not done in good faith to the relationship between management and our union. Management sent in a proposal one day before implementation of the new bonuses giving us, our union leadership, less than 8 hours to find out and respond to the proposal. Due to the short notice, we submitted a CEASE AND DESIST which management did not act on for several days. This has confused the CNAs, LPNs, and ED Techs as they were promised bonuses long after the CEASE AND DESIST was sent in. A new letter was also emailed to employees after the fact on December 22, 2022, which stated that CNAs, LPNs, and ED Techs were still receiving bonuses. In the eyes of the SEIU delegates and leadership, St. Pete’s management did not give us the opportunity to bargain as promised last year. Management’s delay to inform employees of the cease and desist as well as allowing employees to pick up extra shifts for the bonus has caused financial damage to our coworkers. Closing: You have both UFCW and SEIU planning and executing action surrounding these issues regarding short staffing, our working conditions, and overall safety for the patients and staff. At the bargaining table my fellow bargaining team and delegates urged St. Pete’s management to take this opportunity to extend an olive branch to employees and bargain in good faith as many of us are on the brink of complete burnout.” - **Collin Greer, CNA**



“At the bargaining table I spoke to management about equity and inclusion. Several people that I’ve talked to on the floors, in different departments, are really upset about the different disparities in the money – more bonuses have been given to nurses and management, and \$250 offered to only certain job classes of our union. Our coworkers don’t feel like it’s equal and it is management trying to cause division and resentment between the different jobs. I’m a HUC and a CNA and have been there almost 22 years; this is the worst I’ve ever seen the hospital and I understand the patient population is changing but as far as being equitable our ask to management is to give everyone extra shift bonuses. Everybody needs to be treated equally. With incentives for everyone, shifts will be filled to help the patients who are our number one priority. We need to help the patients the best that we can; everybody that works there, dietary, housekeeping, we are all caring for the patients. Without clean rooms, without dietary meals for the patients, we cannot give proper care at that hospital. We need to give the proper care to the patients that we’re caring for. I told management if they have any kind of power or anything that they should do something. No matter what job you do at the hospital in my eyes everybody’s equal, from the top of the CEO to the housekeepers or dietary or HUCs or CNAs. We all take care of the patients; we care about the patients, and I think that management needs to know there is a problem with staffing and I realize it’s across the country, but management has a chance to make things right. We’re offering solutions and we’re trying to make it a better place for everyone here to work. We want to have a good working relationship with management and everyone for the betterment of our community, of our patients, and of each other. As union members we need to stay united and build each other up instead of tearing each other down.” - **Lonnie Pitts, CNA**

# Union Contract Q&A

**Q: Do we have a contract?**

**A: Yes. We have an agreement that was ratified by the membership at the ratification vote earlier this year. Our agreement allows us to file grievances and take part in new programs that we won (like the Training Fund).**

**Q. When will I get a copy of my contract?**

**A. TBD. We have filed a grievance on our wage scales. Once we have a remedy for that, we will be able to move forward with printing and distributing the final contract document.**



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