



We're United for Respect, Safety, and Wages!

Management had told us they needed a counter proposal before giving us a response on any of our economic proposals, and on May 16 we presented again on wages. Our bargaining team expressed to management that our coworkers, our community and our patients are suffering from the lack of services provided due to the lack of staff at St. Elizabeth. After presenting our wage proposal at 10am, we waited for management to come back and give us a response. Management never came back to negotiate and said they would see us in June.

Our DI team, along with the support of our nurses, are united in a contract that provides proper respect, proper safety, and proper pay!



“At the bargaining table we suggested management speak to our manager and the nurses here about the effect of our staffing issues. We simply don't have enough techs and can't attract more. We don't have enough ultrasound techs for FBC. X-Ray hardly has surgery coverage. MRI and Echo are frequently shut down. Lack of CT techs force patients to be transferred out for scans. The community deserves better. With core inflation averaging over 4% per year for the last few years, we have been losing ground for some time. The offer on the table right now doesn't reflect that reality, let alone what SEH's competition offers. We are trying to make things better not just for us but for the hospital and the community. Our proposals reflect that.” - **Chad Reilly, X-Ray**



“Management's proposal doesn't jive with the reality of today's very competitive healthcare job market. Our experience ranges from several years to several decades in our chosen field. We are the experts at what we do. Management should want experienced employees who care about the patients and the community. VMFH needs to wake up. They are competing with Valley Medical Center and all the other regional hospitals for qualified staff. Valley Medical Center has a starting CT pay scale that is \$7/hour higher and at the top of the scale at \$11/hour higher. Yesterday a surgeon called yelling to get an X-ray technologist up to surgery, but there was no one and the surgery was delayed. In the same day an ER doctor called yelling about needing an emergency ultrasound. In both cases we simply didn't have anybody! Every day multiple radiology services are limited or shut down completely. Yesterday they canceled all kinds of exams in multiple modalities. This is an ongoing repetitive problem and it's only gotten worse. These patients we cancel and deny care to are our community members who have taken the day off, they scheduled a babysitter, they make plans to get these exams, they drive to our facility only to be turned away. We often are not able to provide stroke code neuro services to the community due to no staff. Often patients have to be transferred to other facilities by ambulance which delays care and can easily result in life altering results for the pt. VMFH does not meet the minimum standards for code neuro or trauma care services to the community. You can't run this hospital without employees. It's a very bad situation. The lives and safety of the community and their loved ones are at risk. VMFH needs to do better for the employees, for the patients and for the community.

- Patient care before profits.
- Patient safety before profits.
- Employee wellbeing above profits.

VMFH needs to stop playing games with the lives and safety of the community in the pursuit of profits. VMFH has offered me a \$.51 cent raise for my experience and loyalty. VMFH's first contract proposal to the radiology group was not only a joke, it was an insult and a slap in the face to every hard-working member of the radiology staff.” - **Jason Schaefer, R.T. (R)(CT)**

"I live in the community, and people here see what's happening. Patients have told me they have heard about our staffing issues and were surprised they were able to be seen. And they're right. Our limited staff means that we rarely have enough techs to keep services open at all times. Outpatients frequently need to be rescheduled when any of us get sick or try to take time off. These issues aren't only inconvenient, they are also potentially dangerous. For example, patients with stroke-like symptoms have had to wait, sometimes for several hours, to be scanned because there was no tech available. One such patient actually had a stroke while waiting overnight and may never be the same again. The imaging we do is crucial to patient care and being this short staffed has a negative impact on the timing and services that our hospital can provide. With our proposal we are trying to attract more techs in order to protect our reputation, but more importantly we are trying to keep our patients and this community safe." Terri S. MRI



"At our last bargaining session we were clear with management that they need to talk to who they need to talk to and make real offers."
- Kurt Dunning, Echo Tech

Our next bargaining sessions are scheduled for June 1 and June 6.

Stay tuned and talk to your bargaining team members to find out about upcoming actions and bargaining updates.



Your bargaining team:

Chad Reilly, XR

Jason Schaefer, CT

Kurt Dunning, US/ECHO

Terri S, MRI

We marched on management to show our unity

On March 15, members from our bargaining team and our coworkers, alongside nurses, took action to show VMFH that we are united in our bargaining priorities. We marched on management and presented our demands and a clear message that we need an equitable and fair contract.



"In order for each department to meet the care needs of patients at this hospital we need a fully staffed DI crew and they need competitive wages and benefit security."

- Jeanne Oden RN Family Birth