



# We are united for our bargaining priorities!

Our bargaining team has brought our priorities around safe staffing, safety, and strengthening our workplace to the bargaining table. Our bargaining team is standing together to make sure we make improvements throughout our contract during these first 2 sessions.

We are building our unity and raising issues around safety and respect in our workplace. St. Joe's should be a place where everyone feels that they belong, and these proposals uplift our values as healthcare workers in our community.

"Our short staffing is really really bad. Our floors are dirty. I'm not putting down St. Joe's, but they need to hire more people. People are leaving to go to MultiCare." - **Nilda Warren, CNA**



"I have been in the ED for almost 2 years, we used to be fully staffed, but now we start with 2 ED techs. We have to pull CNAs and sometimes nurses from the floor to help us and our one EVS worker is getting pulled away from ED to help with the floors. We have techs doing HUC duties when they are short staffed, and patients have a longer wait time to transfer to a room when transporters are short staffed. I would like to see a change in our patient's experiences. We feel horrible when patients have to spend hours in the waiting room and think that we have forgotten about them. Our reviews are being affected, our patients are being affected. We are putting in work and our patient experience is still suffering and that's not acceptable. Management needs to do better." - **Jase Wistisen, ED Tech**



## We have presented our proposals on:

- Staffing plans and the new laws that support the staffing committee, filling vacancies when our coworkers leave positions, and a cap on low census so that we can stay at work to care for patients and help our coworkers
- Year-for-year credit for past experience to honor the skills and experience we bring to St. Joe's
- Workplace violence and safety language to address safety concerns while at work and around our hospital. Our new language calls for increased security and we spoke to the issues we are seeing at St. Joe's
- New infectious disease language – it is important that in the event of a State of Emergency or public health crisis, St. Joe's is committed to a plan that gives caregivers access to PPE, training, and requires they follow OSHA and WISHA guidelines
- New employee orientation – making sure new members have access to information about their union
- Preceptor pay for Service – we are the experts who do the work and often we are responsible for training our coworkers when they are new. We should be recognized and paid for training new employees!

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# **Our next bargaining sessions are November 20 and December 4.**

Check with a bargaining team member for updates and actions throughout our contract negotiations.

★ Charney Chambers, Respiratory

★ Willie Willis, EVS

★ Desiree Castillo, CDU

★ Nilda Warren, Med/Surg Acute

★ Alisha Colyer, Dietary

★ Jason Blessing, 8<sup>th</sup> floor PCU

★ Jase Wistisen, ER

★ Aisha Duncan, Hospice House