

We are the champions of our CommonGood

When CommonSpirit Health talks about caring for patients and innovating where healing can happen, they are talking about the work that we do. When our wages and benefits are so far behind Puget Sound area hospitals, we won't be able to recruit or retain the skilled caregivers that our community needs.

Every one of us knows someone who either wants to quit or has quit because they couldn't afford to live in the community they care for or financially support their families. We have lost too many co-workers to better paying

healthcare jobs around the Puget Sound area. As a union we are committed to building a healthy workplace by advocating for each other and ensuring our needs are addressed.

Our proposals would make St. Joseph the hospital that people want to work for. Wages that would help us both RECRUIT and RETAIN staff. Our healthcare costs would be stabilized for the life of the contract. St. Joe's would be a safe workplace for all of our identities and would create an environment where we would be respected and protected from harassment.

We took action and stickered-up to call on administration to **Invest In Us!**



Who is CommonSpirit?

CommonSpirit Health formed in 2019 from a merger between Dignity Health and Catholic Health Initiatives (CHI). In Washington, CHI was called CHI Franciscan Health. CommonSpirit is a 140-hospital system spread out across 21 states. Virginia Mason Franciscan Health – formed by the integration of CHI Franciscan and Virginia Mason – and CommonSpirit need to fulfill their commitment to our communities to provide quality healthcare.

As healthcare workers and members of SEIU Healthcare 1199NW, we know we aren't paid enough: Puget Sound is so expensive. In Pierce County, the average home value is \$542,600. The CPI –the way we measure inflation – is 6.8%. The estimated wage required to meet all our basic life expenses is called the living wage. The living wage for a single parent with two children in Pierce County is \$48.27.

CommonSpirit say that they are a catholic health system with a "strong legacy of caring for the underserved," yet wages for their own healthcare workers are not keeping up with the market. Meanwhile in 2022 the CEO of CommonSpirit led the market in executive compensation by making \$35 million. This is \$17,049/hour.



"Our proposal is good; it's about time we get up the wage scales – we are excited to fight for an immediate \$8 dollar raise. A lot of people are leaving because of the low wages. One of my coworkers makes \$33 an hour at Good Sam. I'm sick and tired of hearing management say they are comfortable being in 'the middle of the pack' compared to other hospitals when it comes to pay. Inflation is going up no matter what the employer's pay scale is and we have to pay it. How fair is that, that I have rent and car insurance and everything going up and I'm still behind? We are calling on VMFH to do the right thing, they need us for this hospital to run. All of us."

Desiree Castillo, CNA CDU

Our bargaining team

Charney Chambers, Respiratory

Willie Willis, EVS

Desiree Castillo, CDU

Nilda Warren, Med/Surg Acute

Alisha Colyer, Dietary

Jason Blessing, 8th floor PCU

Jase Wistisen, ER

Aisha Duncan, Hospice House

Stephen Wanjau, Float Pool