

We are united, fighting back, and winning!

We invested in our strength as a union and stood up to HR and management to enforce our contract to keep standards high – and we won! We won a settlement to our grievance that holds St. Joe’s and management accountable to our contract and ensures respect for our experience.

Management’s violation of our union contract:

After our union won wage increases in the dietary department, St. Joe’s HR sent letters out to three union members informing them management planned to reduce their wage steps and claimed that another was incorrectly placed on the scale during our fight for increases. These members have worked here for years and it is unthinkable that after years of work, dedication and good faith bargaining that St. Joe’s would decide that now they did not respect these members credit for past experience given to them upon hire in each position. St. Joes reduced one member by 7 steps!

The union difference at St. Joseph Medical Center: What we won in our settlement

The three coworkers who were reduced rightfully won and were returned to their previous higher step. The coworker who management claimed was incorrectly placed during wage negotiations won an increase to their secondary position. Union members also won full back pay for all lost wages, premiums and overtime. An accounting after the payment will be provided by management to ensure that everyone received all their missing pay.

Our union strength:

We filed a grievance regarding our credit for past experience language in our contract. This is strong language we won as a union that essentially says if someone gets hired into a position at a step that pays more than members with more experience than them, then the employer must raise all of those incumbent members who have more experience to the step the new person was hired in at. The employer cannot claim they made a mistake and hired a person at too high a pay step, they must keep them where they are and raise everyone else up who has equal or greater experience. We filed a cease and desist demanding that management not reduce members pay. We joined to tell management this is wrong and needed to make it right.

Contract language we grieved: SJMC Dietary MOU executed 3/16/23, 8.1 wage schedule, 8.3 Longevity Steps, 8.13 recognition for past experience, 5.4 Paycheck errors 8.14 Placement for promotion. Read your contract here.



“It feels so good, at first when they took our pay I felt down but then we came together and we won! We got our money back that we deserve.”

- Kathleen Nienalt, NA1



“We are happy, when we fight we win! If this happens to you, you should fight back. Management can get away with it if we don’t fight and speak up.”

- Rose Gutierrez, NA1



“When I got the text that we won I was so happy. If we did not fight we would not have gotten our back. I told management during the meeting that I am always loyal and dedicated to my job and it is not fair to cut my pay. I’m confident to speak up!”

- Lyna Suy, NA1

Next Steps

Stand in solidarity with our dietary coworkers as we fight back on a rebid in our department that leaves us short staffed with agency workers skimming our work. Dietary union members filed a grievance and sent a cease and desist demand to bargain. Updates coming soon!

