

We Are United For a Better St. Pete's!

Bargaining is underway! We presented management with our very first bargaining proposals, and our union President Jane Hopkins stood with us to show management that the 10,000 other Providence healthcare workers united in 1199NW stand with us, too.

Our bargaining team has been working tirelessly to build thoughtful proposals that uphold our values. We need a contract that recruits and retains us, standards that allow us to provide the best care possible to our patients, and support to build an environment of equity and belonging for all workers. With these values in mind we presented 13 proposals across the table! This is a huge start to bargaining and we are excited to continue this process and fight for what we need.



★ Our Proposals for a great St. Peter! ★

- ★ We need to ensure all of our new coworkers are welcomed into St. Pete's and our union as soon as they start with us! That's why we proposed:
 - ▶ Ensuring there is a space for union delegates to meet with employees as part of their orientation
 - ▶ Ensuring our bargaining team is compensated for their time to make St. Pete's a better place to work
 - ▶ And more!
- ★ Expanding the definition of preceptor to include students, and transfer employees recognize our work to have skilled coworkers
- ★ Having a functional Labor Management Committee is the cornerstone of a good working relationship. We proposed big changes to Labor Management Committee including:
 - ▶ Expanding the committee to 10 participants
 - ▶ Ensuring both teams have co-chairs to lead the work together
 - ▶ Meeting on a monthly basis (not quarterly!)
- ★ Ensuring we have clear and equitable floating practices with defined rotation of who floats
- ★ Protection for our jobs with putting a ban on contracting out our jobs.
- ★ Creating an easier pathway for non-union coworkers to join us
- ★ Protection if Providence ever sells St. Pete's by ensuring:
 - ▶ We have first access to open jobs
 - ▶ Our contract stays in place



"RNs, CNAs, Telesitter and HUCs already have floating practices in place to help with who is going to be floated to a different department or area. Bringing this into all departments, clinical or facility, will help with all departments in the hospital as a whole. The employer should allow equity and bring it into all departments."

-Amy Kus, CNA, Telesitter

"Most new workers starting a new job are thankful and happy to see friendly faces. They should also feel comfortable when it's time to join the union and not feel that if they become a union member they are doing something wrong. It's important for all of us to let the new employee be happy working at Providence. We value the labor management partnership and by making these changes management can show they value collaboration and partnership too."

-Carleen Murphy, HUC/CNA, CDU





Our next bargaining dates are:

- ☑ April 11
- ☑ May 2
- ☑ May 13

★ Your Bargaining Team ★

- ★ Reymundo Beltran – Dietary
- ★ Adam Swigert – Dietary
- ★ Cindy Ekman – Dietary
- ★ Lemuel Geangan – Dietary
- ★ Desmond Ellis – Environmental Services
- ★ Carleen Murphy – CDU
- ★ Lonnie Pitts – CDU
- ★ Pascale Harris – CDU
- ★ Amy Kus – Telesitter
- ★ Tonya Dorsey – SADU
- ★ Sarah Macaulay – Emergency Department
- ★ Gary Snell – Patient Transportation
- ★ Mary Kopac – Distribution
- ★ Rosemarie Harris – CMU
- ★ Heather Gilpin – Surgical Acute
- ★ Shelenna Kershner – CVICU

