

**BARGAINING UPDATE**

**Our bargaining priorities: Wages that support our families and will RECRUIT and RETAIN for safe patient care!**

We have an action plan in place to win significant wage increases that will make a difference in our lives. Our proposal for a LIVING WAGE is a crucial step towards ensuring fair compensation for the work we do. By increasing ALL wages steps by \$8 upon ratification of our new contract, we can create an equitable workplace and improve the lives of our families, our community, our patients, and ourselves.

Management's counter to our proposal is to provide only a percentage increase to the base of every wage scale. That means we would get cents instead of dollar increases that would not provide any relief for the financial stress we are all facing. Inflation is increasing the cost of everything from food, housing, utilities, healthcare, childcare, and all things necessary for day-to-day living.

We need wages to THRIVE, not just SURVIVE!

We care about our patients and safe staffing, and we know what it will take to make sure we can retain our coworkers and be able to hire for safe staffing. It is a problem that St. Joe's is not doing right by the community and providing living wage jobs to ensure that we are fully staffed.

Moving closer to "Required Living Wage" over the life of the proposed contract:

Current Proposals:

Upon ratification: +\$8

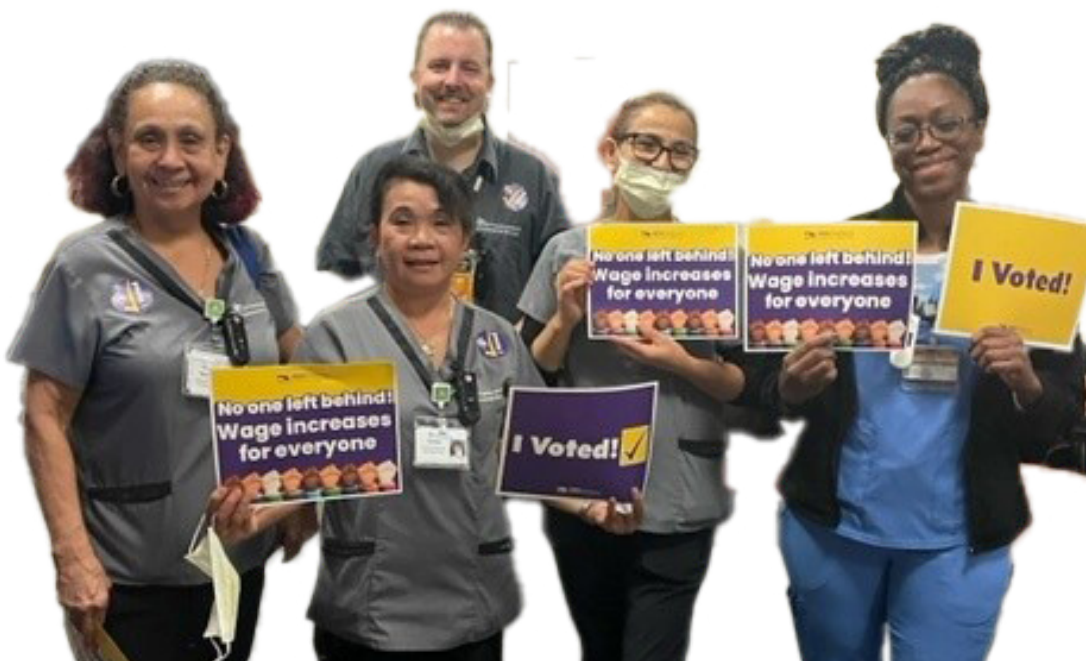
Year 1: +\$5

Year 2: +\$5.25

Example Job Class	Current Hourly Wage	Upon Ratification +\$8	Year 1 +\$5	Year 2+\$5.25
Minimum wage		\$16.28		
Environmental Svcs Tech I	\$16.81	\$24.81	\$29.81	\$35.06
Environmental Svcs Tech II	\$21.46	\$29.46	\$34.46	\$39.71
Tech	\$17.79	\$25.79	\$30.79	\$36.04
Nutrition Assistant I	\$18.01	\$26.01	\$31.01	\$36.26
Nutrition Assistant II	\$19.16	\$27.16	\$32.16	\$37.41
Imaging Clerk	\$18.07	\$26.07	\$31.07	\$36.32
CNA	\$23.83	\$31.83	\$36.83	\$42.08
Sterile Processing Tech	\$27.43	\$35.43	\$40.43	\$45.68
Health Unit Coordinator	\$24.31	\$32.31	\$37.31	\$42.56
Equipment Tech	\$24.21	\$32.21	\$37.21	\$42.46
Unit Secretary	\$24.70	\$32.70	\$37.70	\$42.95
Cook	\$20.15	\$28.15	\$33.15	\$38.40
Emergency Tech	\$31.31	\$39.31	\$44.31	\$49.56
Endoscopy Tech	\$29.96	\$37.96	\$42.96	\$48.21
LPN	\$30.47	\$38.47	\$43.47	\$48.72
Required Living Wage Pierce		\$54.87		

**Management's proposal is truly unacceptable!**

Our bargaining team heard hundreds of comments from our members during our proposal votes where we identified that the number one priority was winning a living wage increase that would make a difference in our lives.





"Numbers in unity are powerful and can send a strong message to management. Our postcards are a way to show that we are serious about our demands. Take a moment to write your story explaining how a livable wage can help you or your family, and don't forget to include your name. You deserve more! It's important for the CEO to hear us all collectively." **Charney Chambers, Equipment Tech**



**Charney Thomas-Chambers**  
Admin · 1m · 🌐

Numbers in unity are important. They speak loudly to management. Our postcards are a heavy movement. Take a moment to write down your voice with your name attached. We deserve more. The CEO needs to hear us all collectively!



*We are standing in solidarity because we know that dollars make cents!*



"St. Joes needs to kick it into gear, not kick us out. St. Joe's has a business flaw in what they are paying caregivers. The low wages they are paying us blocks our opportunities for school and the ability to move up the career ladder in the hospital in a sustainable way. We can't build our careers and future when we are so underpaid. When wages are low, we can't recruit and retain staff. When people leave, we lose valuable skilled people who care for patients, and we run short staffed which puts our patients in danger of not getting the quality care they need. St. Joe's needs to do better because we deserve better, our patients deserve better, and our community deserves better. We need to tell our stories, scan the QR code to share yours!" **Jase Wistesen, ED Tech**



1199nw.org/3Q2p6hK

Does this sound like your voice? Do you struggle with any of these issues? Do you wonder about what we can do to make our financial lives easier?

We have a plan to improve wages in a significant way that can change our lives. We are stronger together.

### We will:

- ★ Stay united behind our proposals.
- ★ Show SJMC management we are serious about our wage proposal.
- ★ Participate in activities and actions that our bargaining team presents to us.

Our proposals aim to secure better wages and premiums to relieve the constant worry of not being able to provide for ourselves and our families. We hope these increases will help us avoid difficult decisions about what we can afford each month.

**Our next bargaining sessions are May 6, May 16, May 30, and June 17**

## Bargaining Update

### We Discussed Bereavement Leave and Mileage Reimbursement

We met with SJMC Management on Monday, April 15 and had a productive conversation on these issues. Bereavement leave is a priority item where we want improved language. We did not reach a tentative agreement but both parties agree that members should receive 40 hours of leave and not the 3 days currently in our contract. Discussion also centered on having additional access to more time that would allow for PTO, EIB or unpaid leave.

Our proposal to add new language to the contract will ensure mileage will be paid at the IRS rate and not the current rate that SJMC is paying. We need protections for employees who use their private vehicles for SJMC related work in the contract.