

Providence – Invest in Us, Invest in Patients

We continue to lead with our values – to have a St. Peter Hospital where we all belong. **Our priorities for bargaining are:**

1. Competitive wages that keep up with surrounding hospitals
2. Seriously addressing staffing issues so patients get the safe care they need
3. Reliable breaks so we can give our all
4. Building a strong union through strong contract standards
5. No takeaways



In our last bargaining, Providence brought proposals that show they are hearing us but don't go far enough to address recruitment, retention and the rising cost of living.

How do Providence's proposals stack up?



"Our last bargaining with management was by far the most movement I've seen from them to start bargaining. That being said, the state of our economy, cost of living, interest rates, and groceries means we need raises that keep up with all that. We know Providence can do better. Let's make Providence the place people want to work instead of leave to other places that pay more."

-Lonnie Pitts, HUC, CDU

Addressing staffing concerns

Without enough healthcare workers, patients can't get the quality care that they deserve. To address our chronic low staffing issues, we proposed:

▶ All sitter assignments will be in addition to the matrix to allow CNAs to stay on the floor and give care to the rest of the floor	REJECTED
▶ Creating a sitter float pool	REJECTED
▶ Implementing broader trainings for sitters to prioritize staff and patient safety	REJECTED
▶ Ensuring departments like Nutrition, EVS and Distribution have home area/job assignments with the creation of "flex" positions to incentivize members to work a flexible role for the department	REJECTED
▶ Providence agreed to follow the new Washington Safe and Healthy law – guaranteeing us seats on the Nurse Staffing committee so we can have a direct say in our unit staffing matrices	

Across-the-board raises

In bargaining, we compared our wages to other Providence hospitals and area competitors. We are too far behind.

	Our Proposal	Providence's Proposal
Across the board raises	<ul style="list-style-type: none"> ▶ At the time of ratification of our contract: 15% or \$6/hour, whichever is higher ▶ June 30, 2025: 8% or \$3.50/hour, whichever is higher ▶ January 1, 2026: 8% or \$3.50/hour, whichever is higher 	<ul style="list-style-type: none"> ▶ At the time of ratification of our contract: 2.75% ▶ June 30, 2025: 3% ▶ June 30, 2026: 3%
Bring some jobs up by combining wage scales		<ul style="list-style-type: none"> ▶ CNAs & ED Techs move to DI III Scale ▶ Barista, Associate Food Service Attendant & Nutrition Assistant move to Food Service Attendant Scale ▶ Patient Services Specialist & Telemetry Technicians move to HUC Scale ▶ Linen move to EVS Scale
		▶ Increase on all wage scales the Base Step-Step 3



“This proposal from management is one of the highest they’ve given so early in the bargaining process. However, it is not enough! We are worth so much more. We are making our voices heard that we deserve to make living wages. We deserve to be able to support our families!”
–Sarah Macaulay, Patient Sitter, ED

Creating a St. Peter Hospital where we all belong

No matter who we are, we should all feel safe and like we belong at St. Peter Hospital.

Our Proposal	Providence's Proposal
▶ Attend joint workshops with outside facilitators	Want to use Providence internal facilitators
▶ Create a workplan to improve equity and inclusion	YES
▶ Ensure that there are all-gender restrooms available in work locations	YES
▶ Allow for us to take our breaks with our prayer schedules and provide comfortable and private locations for praying	NO
▶ Making it easier for new employees to join our union as soon as they start	YES
▶ Protection for our jobs with putting a ban on contracting out our jobs	NO
▶ Creating an easier pathway for non-union coworkers to join us	NO
▶ Protection if Providence ever sells St. Pete's by ensuring: <ul style="list-style-type: none"> ✓ We have first access to open jobs ✓ Our contract stays in place 	YES

Premiums and differentials

Premium	Current	Our proposal	Providence's Proposal
Evening	\$1.25 \$1.75 – LPN & Surg Tech	\$2.75 for everyone	\$1.75 \$2 – LPN, Surg Tech, CNA, ED Tech
Night	\$1.75 \$2.50 – LPN & Surg Tech	\$4.50	\$2.25 \$4 LPN, Surg Tech, CNA, ED Tech
Standby	\$3.25 \$4 – LPN & Surg Tech	\$5.75	NO
Lead	\$1.50	\$2.75	NO
Weekend	\$2.25	\$4	\$2.50
Preceptor	\$1.35	\$2	NO
NEW Float Pool	\$0	\$2	NO
NEW Float Premium	\$0	\$1.50	NO



“We are being asked to make a difficult decision: to continue working at Pete’s or make a career change to earn a living wage. Management needs to make a decision: if they want workers or to pay agency workers.”
–Gary Snell, Patient Transport