

WE ARE TAKING ACTION AND MOVING MANAGEMENT!

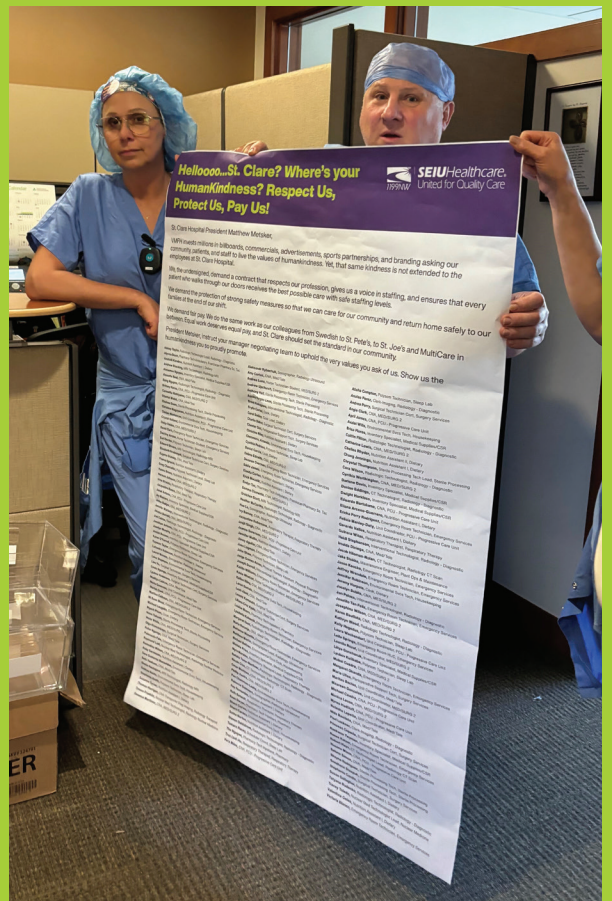
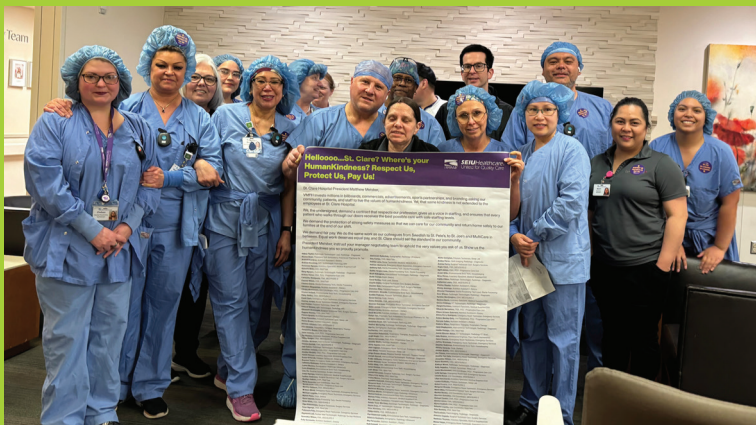
We stood together with a supermajority petition and our unity and actions are having an impact. Management's disrespectful behavior at the bargaining table will not be taken lightly.

At our last session, management left the bargaining table early, after weeks of claiming they were willing to stay late to reach a deal. Management needs to value our time and stop leaving early at 4pm and 4:30pm. Our bargaining team stayed and kept working because we are committed to getting an agreement that lifts up every St. Clare member and delivers the fairness and respect we all deserve.



"Management needs to understand that we do the same job, have the same patients, so paying us less than St. Joseph's is not acceptable. Management needs to fix their wage scale. Management needs to respect our time and our commitment to leave no employee or company unit behind. Management was complaining that we did not meet with them earlier in the day. That's the bargaining process! I made it clear to them that we were working hard all day, voluntarily, unpaid, and in addition to our regular work hours, to represent and speak for not just ourselves, but our nearly 300 coworkers." – **Laura Wackendorf, HUC**

WE DELIVERED OUR PETITION WITH A SUPERMAJORITY OF SIGNATURES CALLING ON PRESIDENT MATTHEW METSKER TO SHOW HUMANKINDNESS!



OUR BARGAINING TEAM IS CALLING FOR ACTION TO MOVE MANAGEMENT ON THESE ISSUES:

- ✓ Management is proposing wages that keep us behind other hospitals including other VMFH hospitals. Our action moved them to increase their proposals by another 3.5% but they need to do more for staff and our community. Management's current proposal would keep us behind St. Joe's and does not do enough to recruit and retain.
- ✓ Retro pay to July 1, 2024
- ✓ Staffing is essential to safe patient care and finally management has made some movement to commitments around following the law for our Hospital Staffing Committee. We need to stand together to get greater commitments to:
 - ✓ Low census protection
 - ✓ No mandatory overtime
 - ✓ A voice in staffing
 - ✓ Commitment to filling vacancies
 - ✓ Post positions that travelers are filling
- ✓ Paid release for bargaining team members so they can join the bargaining table without losing all of their vacation or losing pay
- ✓ Recognition for past experience and an audit for those who are on a lower step than the experience they bring
- ✓ Increased premiums to recognize the work we do; shift differentials, lead, certification pay and more



"Management presented their proposal for service workers as the same as SJMC. The wage scale is not the same. As we go further up the scale we start losing money. Management needs to reward seniority and not penalize us. The petition did what it was supposed to do. It showed our strength and united voice for livable wages, safe work environment, and better staffing. It's evident that management's response was only meant to divide us. In another egregious action, a pharmacy memo states their plan to restructure "has been in play for a year" but not once was mentioned this at the table or has stated that they are offering a tiered wage scale for pharmacy techs. The lack of transparency is on management, not the bargaining team."

Sue Turner, NA1, Dietary



"My response to the President of St. Clare; Is your compassion meant for your employees to follow? Does it not apply to management? The wages your team is proposing DO NOT match St. Joe's wages. Please be transparent and honest. We appreciate the integrity you have."

Myra Morales, RRT



"We work hard every day in the sleep lab. Management needs to bring our wages up to market wages. We love our work; we want to stay here at St. Clare, but we also need to support our families. We will continue to fight until we get a fair wage. I am disappointed in the leadership at SCH. Their "story" is NOT what we have experienced at the bargaining table. Leadership needs to pay attention and look at the wage scales presented to us at the table. Before they send out an email to all employees, they should check their facts. In the sleep lab, we have fallen behind what other hospitals in Tacoma pay their employees. Look at the wage scales from MultiCare, Allenmore and SJMC. We will not settle unless management pays us a fair and competitive wage. Don't try to separate us (employees). Enough of this, just settle a fair contract."

Lyubov Kalibaba, Polysome Tech, Sleep Lab



"Management is presenting this wage scale as the "same" as SJMC. Management needs to be transparent. Just look between the lines...the scales are not the same. SCH scale starts at the base the same but from between the middle steps to the top, they are NOT the SAME! Between these steps we are getting a DIFFERENT percentage, and the impact is that when you reach the top step, SCH employees receive anything from \$3 dollars to \$4 LESS than SJMC employees. Why are you paying us LESS? SJMC is a larger hospital, therefore has more employees than SCH. The job description may be the same, but I know that we do a more variety of the job duties than employees at SJMC. So, we deserve to get the paid the same if not MORE than at SJMC."

Crystal Thompson, SPD Tech, Sterile Processing



NEXT STEPS:

- Talk to your bargaining and contract action team member for updates on how to take action for a fair contract!
- Next bargaining date: Friday, April 25