

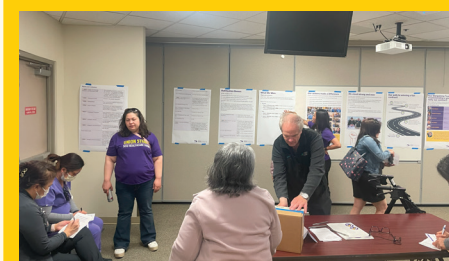


# VICTORY AT ST. CLARE HOSPITAL: STRONG NEW CONTRACT RATIFIED!

Thanks to our unity and strength, we secured a groundbreaking contract that puts dollars in our wages, not cents!

## Your Bargaining Team:

	<b>Myra Morales</b>	Respiratory
	<b>Chrystal Thompson</b>	Sterile Processing
	<b>Sue Turner</b>	Dietary
	<b>Cora Wilson</b>	Radiology
	<b>Lyubov Kulibaba</b>	Sleep Lab
	<b>Laura Wachendorf</b>	PCU



## Together we achieved:

- ★ **Wage increases:** Brand NEW wage scale with market adjustments for ALL job classes effective on **May 25, 2025**, pay period. We should see it on our **June 13, 2025**, paycheck.
- Annual Across-the-Board Increases:
  - **Service**
    - Year 2 - Effective July 1, 2025: A \$1.00 increase for every job classification at each step
    - Year 3 - Effective July 1, 2026: A \$1.00 increase for every job classification at each step
  - **Tech**
    - Year 2 - Effective July 1, 2025: A 4% wage increase for all job classifications
    - Year 3 - Effective July 1, 2026: A 4% wage increase for all job classifications
- ★ **Ratification Bonus:** Effective two full pay periods post ratification.
  - Employees with 0.9 FTE or higher will receive the full \$1,700.
  - Per diem employees will be calculated at 0.2 FTE and receive \$340

To calculate your bonus:  $\$1,700 \times \text{your FTE} = \text{your bonus}$ .

**Example:**  $1,700 \times 0.6 = \$1,020 \rightarrow$  A 0.6 FTE will receive a \$1,020 bonus.

## ★ Premium Pay Improvements:

- **Service**
  - o Shift Differentials:
    - SHIFT 2: \$1.50; increase to \$2.00 effective 7/1/26
    - SHIFT 3: \$1.95; increase to \$2.50 effective 7/1/26
- **Technical**
  - o Shift Differential:
    - SHIFT 2: increase to \$2.25 effective 7/1/26
- **Weekend Premium:**
  - o SERVICE: \$1.50, increase to \$1.95 effective 7/1/26
  - o TECHNICAL: Increase to \$2.75

## ★ Recognition of Experience:

- o Year-for-Year Credit: For new hires from accredited hospitals
- o Audit of Past Experience: Current staff can request an audit within 120 days post ratification

## ★ Equity, Inclusion, and Respect:

- o NEW Diversity, Inclusion & Belonging Committee
- o Protections for:
  - Harassment & Discrimination
  - Religious Accommodations
  - Lactation Breaks
  - Language Protection
  - Restroom Equity
  - Annual Leave for Alternative Holidays

## ★ Union Strength & Communication

- o Union Leave: Up to 60 days
- o New Hire Access: Union meets with all new employees, in person or virtually
- o Contract Protection: In case of sale/merger
- o Access to Premises: Broader union access beyond public hours

## ★ Workplace Safety & Staffing Protections:

- o Weapon Detection in ER
- o Workplace Violence Protection Plan
- o Hazard Protection
- o Sleeping accommodation during a disaster
- o Vacancy Transparency: must be disclosed to the labor management committee
- o Hospital Staffing Committee Alignment with the law

## ★ Training & Education

- o Training Fund Protection
- o \$40K Technical Education Fund
- o EVS Certification Program \$1.00/hour premium
- o Apprenticeship Opportunities: Employer will meet with the Training Fund to explore apprenticeship opportunities

## NO TAKEAWAYS. ONLY GAINS.

This win is the result of our collective strength and determination. United, we won a contract that values and respects us as healthcare professionals.



“Health and safety at the hospital is very important to me. I’m very proud of the improvements we accomplished in our new contract. Keeping our members safe in the Emergency Room is critical. Protecting members from workplace violence allows everyone to be safer while they work. We need to care for each other to keep employees and patients safe.”

–Chrystal Thompson, Sterile Processing Tech, SPD