SEIU Healthcare 1199NW
United for Quality Care

St. Elizabeth Hospital
July 8, 2025

BARGAINING UPDATE

We are the union, and we are standing together!

St. Elizabeth management must stop the rejections and start bargaining in good faith!

An overwhelming majority of us signed a petition, and together we delivered it to the president of the hospital, demanding that management make serious proposals that reflect the needs of our staff and the community we serve. Our bargaining team is resolute that our patients and community deserve better than management playing games at the table.

"When management says 'we don't want to lead the market, but we do offer market wages' means that they are clueless that they have to pay 'real competitive' wages. I want to tell my coworkers that we are really 'valued' here. We work so hard only to have a revolving door at this hospital." **–Sherlene Smith, RN, Emergency Department**

Management's games:

- Management is disorganized and presents proposals that are exactly the same as their previous proposals with no changes, and mislabels them.
- Management is not taking concerns seriously about working conditions around call, standby, education, recognizing SWAT nurses, and longevity bonus for retention.
- Management's negotiator is essentially asking us to bargain against ourselves by making comments at the table like, "When the union moves, I will move too. When the union holds, I'm going to hold also." We need management to hear and genuinely work toward making the hospital better.
- While presenting their economic proposal that keeps nurses' dollars behind the market, management' s negotiator said, "I'm going to reward you" because we moved a little.

"We don't need a 'reward,' we are not children, we are hard-working nurses, we earn every dollar when we work. Instead of giving a new nurse a $30,000 bonus who only work their contracted time and then leave, pay people that have struck around even through Covid. We stay here and get nothing. This is bad for nurse morale. Management, fix this now!" **–Sherry Tomt, RN, ED**

Employer's wage proposal doesn't fix nurse recruitment and retention problems

The year-one employer wage proposal keeps St. Elizabeth nurses behind most hospitals!

Wage Chart

	Current 2024 wage step rate	Employer proposed wage rate at ratification
Base	$42.58	$ 44.25
Step 1	$44.40	$ 46.12
Step 2	$46.13	$ 47.90
Step 3	$47.94	$ 49.76
Step 4	$49.76	$ 51.63
Step 5	$51.44	$ 53.35
Step 6	$53.26	$ 55.22
Step 7	$55.04	$ 57.05
Step 8	$56.88	$ 58.94
Step 9	$58.66	$ 60.77
Step 10	$61.00	$ 63.18
Step 11	$62.68	$ 64.90
Step 12	$64.38	$ 66.65
Step 13	$65.66	$ 67.97
Step 14	$66.98	$ 69.32
Step 15	$68.32	$ 70.70
Step 16	$69.69	$ 72.11
Step 17	$71.08	$ 73.53
Step 18	$72.50	$ 74.99
Step 19	$73.95	$ 76.48
Step 20	$75.44	$ 78.01
Step 21	$76.76	$ 79.37
Step 22	$78.10	$ 80.75
Step 23	$79.46	$ 82.15
Step 24	$80.86	$ 83.58
Step 25	$81.66	$ 84.41

"Education is critical for a nurse to stay current. Healthcare changes so rapidly! What you currently offer is basically a 'hospital fair day' which is stale for all of us. We want to take classes, we don't want the old reimbursement method, we want the training fund that pays the cost upfront. We want lateral classes, we want to keep our certification current, we want to attend conferences that are exciting and offer the latest nursing skills."
–Kelly Patton, RN, ACU

Our priorities *Not a comprehensive list of proposals

Proposal	Union
3.13 Staffing Concerns	NO charge nurse should have a patient assignment
Article 4 - Definitions	
NEW 4.8.1 SWAT RN	Define the important role of SWAT nurses so that St. Elizabeth can recruit and retain SWAT RNs
Article 5 - Hours of Work and Overtime	
5.6 Rest Between Shifts	Rest between shifts should be paid through the next shift and should remain in effect until the nurse gets the full rest period
5.11 Floating	When floating is necessary it should be voluntary and on an equitable rotation when required
Article 6 - Rates of Pay	
6.1 Wages	Market Adjustment 15% with a new scale that has 3% increases between each step back paid to April 1st, 2025, 9% year 2, 8% year 3
NEW 6.5 Paycheck Errors	Protections from paycheck errors: We should be paid back within 5 days of an error and in the event of an overpayment the employer provide an audit and mutually agreed upon amount and payment plan
Article 8 - Paid Time Off (PTO/EIB)	
8.5 Extended Illness/injury time (EIB)	Access to EIB at the 13th hour
8.8 Premium pay holidays	New Holiday bank which can be used for paid day off, or pay in addition to the holiday worked
8.3 Accrual Rates	Add 72 hours for accrual of a new holiday bank
NEW 8.8.1 Holiday Bank	Bank resets January 1st every year
NEW 8.8.2 Holiday Bank	Ability to request 2 premium pay days to observe alternative holidays
8.12 PTO or EIB Notification of Absence Due to Illness	Fix language that allowed management to withhold PTO and EIB and add protections for paid time off, the employer will not discipline for protected leave and use of accruals
Article 11 - Health & Safety Programs	
NEW 11.7 Needle Stick Safety & Prevention	The employer will comply with bloodborne pathogens standard
11.7.1 Reporting & Response Procedure	Reporting systems and treatment for needle sticks at no cost to the RN and protection from retaliation
Article - 14 Low Census	
14.1.4 Low Census Protection.	Increase from 600 LC Fund hours to 1200 hours
14.1.5 Mandatory Low Census. (A) equitable rotation	Equitable rotation by the unit with a transparent process for each unit by the staffing committee
Article - XX Training Fund	
Article XX Training Fund	Upfront tuition assistance, CEUs, and wrap-around services for nurses
MOU	
NEW MOU XX Longevity Bonus	10-year longevity bonus of $10,000, for each additional 5 years of continuous service an additional $10,000 following the nurse's anniversary date
NEW MOU XX Call Back Rest Between Shift Compensation	Two- and one-half times pay for all hours worked during a call back shift when rest between shifts has not been met for nurses on standby call shifts
NEW MOU Call Relief RN	Call relief positions established to reduce the amount of call and standby hours

We will continue to take action! Talk to a bargaining team member and get involved.

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