



# St. Elizabeth Hospital, CommonSpirit and VMFH are failing our community!

## Bargaining team calls for a strike authorization vote action

Our bargaining team spent 15 hours straight at the bargaining table demanding what our coworkers and patients deserve: wages that recruit and retain, real access to education resources through the Training Fund, and support for safe care. Management said “NO.”

It’s time for all of us to join the fight. Our bargaining team recommends a **YES** vote to authorize a strike.



### The Training Fund Is an Investment in Care

We are fighting for the same education resources and training support our colleagues at St. Anne Hospital already have. The Multi-Employer Training Fund would give St. Elizabeth nurses real access to upfront tuition assistance, CEUs, license reimbursement, certification pay, and support services that make it possible to advance our education while working full time. Nursing education does not end at graduation.

To provide safe, high-quality care, nurses must continue earning certifications, advanced degrees, and CEUs. Keeping up with modern medicine is essential, especially in a critical access hospital serving the Enumclaw community.

CommonSpirit and VMFH already provide this benefit to nurses at St. Anne, yet management has repeatedly refused to extend the same investment to nurses at St. Elizabeth. Instead, management claims that \$250 per year, prorated by FTE, is enough to meet the education needs of our hospital. It is not.

### We Deserve King County Wages

St. Elizabeth nurses deliver the same expert care as nurses across King County, the region, and the CommonSpirit system. We go above and beyond for every patient who walks through our doors. Management’s last proposal would leave new nurses at least \$1 behind and our most experienced nurses more than \$2 an hour behind not just King County, but also Thurston and Kitsap County.

This is about recruiting and retaining nurses! This is about education! This is about keeping experienced nurses in Enumclaw to care for our community!



“We need unity now more than ever. We have the same employer, follow the same metrics, and strive to the same high expectations in providing excellent patient care as all other Common Spirit Hospitals. We deserve the same pay, and we need to recruit and retain the same highly educated nurses.”


**–Sherlene Smith, ED RN**



“The Bargaining Team is calling us nurses to keep pushing. Just because we are smaller and have less staff does not mean that we bring less value to our community and our patients. Attend the Strike Authorization Vote to have your voice be heard!”

**–Kelly Patton, ACU RN**

### Join a Strike Vote and Make Your Voice Heard

Wednesday, January 14	6-9 am	Rainier Room
	11am - 1pm	Rainier Room
	8-10 pm	Zoom:  <a href="https://us02web.zoom.us/j/86048429365">https://us02web.zoom.us/j/86048429365</a>
Thursday, January 15	5-7:30 pm	Garden Room

**Ballot Count: Thursday, Jan. 15 at 7:30 p.m.**

# Strike FAQ

## What is a Strike?

A strike is when we all take action by not working at a specific time and date and instead having a strike line outside of our workplace. A strike shows the public the crisis that a lack of a strong contract is creating for us and patients.

## What is an Unfair Labor Practice (ULP) strike?

A ULP strike is a work stoppage that occurs when workers protest an employer's illegal behavior called unfair labor practices. These can include retaliation, surveillance, unilateral changes in working conditions, intimidation, and interference with union rights.

At St. Elizabeth, we have ongoing ULPs from 2020 and 2021 regarding our BBA bonuses that the employer refused to negotiate. A ULP strike is a legally protected and powerful response to this behavior allowing workers to stand up against mistreatment and demand accountability and respect. Instead of reporting to work, we form a strike line outside of the facility to show solidarity and make our voices heard. A strike helps inform the public about the growing crisis caused by management's refusal to reach a strong, fair contract, one that protects both workers and the quality of care that our patients deserve.

## Is striking considered patient abandonment?

No. When healthcare workers go on strike, we give the employer 10 days to prepare and we give the specific date and time when we will be striking. It is St. Elizabeth's responsibility to ensure that if there are patients to be cared for at the time of the strike, that it has a plan to care for them.

## What financial support is available for members who need it?

The union has a Strength & Defense fund to provide relief for striking workers. Our Executive Board may approve a daily stipend for members who participate on the strike line. This is one way we support each other in standing strong.

## Am I allowed to strike?

Yes. The National Labor Relations Act (NLRA) protects the right of every employee to participate in union activity, including a strike.

## What do I do during the strike?

Striking is an important action we can take on behalf of our patients. We need every worker to come to the picket line at their work location for at least 4 hours during their regular working shift. If you have a second job or other responsibilities, that's ok, but plan to come for 4 hours each day. The public will want to know why we are striking. We will have press events during the strike at central locations.

## What's the process for us to go on strike?

- 1 Members vote to authorize the bargaining team to call a strike if necessary.
- 2 We return to the table to negotiate a fair contract.
- 3 If management doesn't move on their proposals, we issue a 10-day notice of our intent to strike.
- 4 During the 10-day notice period, we remain available and willing to bargain at any time management is.

