

# We Reached Important Tentative Agreements!

With our collective voice, we succeeded in reaching several tentative agreements that improve our working conditions at SJMC.



“It was a successful day at bargaining. We had tentative agreements on many articles, one being increased hours for bereavement leave. Trust the process. Our work together as a collective bargaining unit is not in vain. We are at the table negotiating a contract that covers many protections and benefits for Service and LPN workers.” **-Charney Chambers, Equipment Tech Respiratory**

## Bargaining Proposals and Status

<b>Bereavement Leave</b>	40 hours of paid leave (prorated for part-time) and additional days off, paid or unpaid, if necessary.	Tentative agreement
<b>Job Openings</b>	1st choice - qualified within department 2nd choice – qualified within hospital	Tentative agreement
<b>Harassment &amp; Restroom Equity</b>	Harassment will not be tolerated in workplace, Restroom Equity for all	Tentative agreement
<b>Mileage</b>	Personal Use of Vehicle for hospital purposes reimbursed at IRS rate	Management owes counter
<b>Premiums</b>	Increase standby, lead pay, weekend premium, shift differentials, preceptor pay	Management Rejected
<b>Wage Scales &amp; Across the Board Increases</b>	Increase by Dollars and not Cents	Management Rejected

## New to our union? New to the bargaining process? How does this work?

As our elected bargaining team meets with SJMC management, we discuss all the issues and our proposals the members of our bargaining unit stated were their priorities. When we reach a verbal agreement that is called a tentative agreement. Every time we reach a tentative agreement, we get closer and closer to reaching a final collective agreement (CBA). None of the TAs are final until we vote on a contract that most of us approve.



## What does it take to win the strongest contract possible that improves our lives and working conditions?

It takes a strong action plan and strong participation by all members in our bargaining unit to show management that we are united in our proposals. We must increase our voices and our visibility both inside and outside the hospital. We must escalate our actions. We must involve our community, union allies, and our VMFH/CommonSpirit coworkers as we struggle to win the strongest contract possible. We must increase our strength as CommonSpirit employees. This is what it takes.





“We had a great day at bargaining today and we continued to let management know that we matter and that we are doing this for our co-workers, our patients and our families.” **-Desiree Castillo, CNA, Walter’s Day Surgery Center**



“We got a lot accomplished today at bargaining but there’s still a lot more to discuss. I’m optimistic that we are going strong, if we put our minds to it, we will succeed and get what we deserve for all of us.” **-Nilda Warren, CNA, 8th Floor**

## Success: Personal story postcards reach the top

A majority of us filled out and signed our post cards that were delivered by the bargaining team to Marie La-Marche, Labor Relations and Jill Karon-Ross, HR Director. After May 30, bargaining session, Jill confirmed that our post cards had reached VMFH/CommonSpirit CEO Ketul Patel. We do not know how he reacted but what we do know our united, collective voice is being heard at the highest level in administration. Let’s keep going. Unity works when we do. Our collective voices speak louder than a single voice trying to be heard. We will continue our efforts to make SJMC a place where we all enjoy working together.



## Upcoming Bargaining Dates

➔ **June 17, July 1, July 15, & July 29**



Donate vacation hours to our bargaining team so they can continue doing the important work at the negotiating table.



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