

# We Will Keep Moving Management To Get the Contract We Need!

We continue to make movement at the table toward a fair contract, but management has not moved far enough.

SJMC administration, including CommonSpirit CEO, Katul Patel, has heard our voices but has not brought acceptable proposals on key issues that impact our everyday lives. We made significant movement on our priorities regarding premium pay as well as non-economic issues, but St. Joes has not budged on economics.

The bargaining team made economic movement on premiums and management responded by saying they would not respond to premiums until the union moves on wages. St. Joe's is playing games while hard working healthcare givers are struggling with inflation, increasing costs for housing, food and gas. We poured our hearts out on post cards to Katul Patel about the reality we are facing while taking care of our community and we demand a response.

## Where we stand on premiums:

LPN Premium	LPN Union Proposal	Service Premium	Service Union Proposal	Employers Proposals
9.1 Second Shift	\$2.25	8.4 Evening Shift Differential	\$2.25	Effective November 1, 2025 \$1.45 for service \$2.00 for LPN
9.1 Third Shift	\$3.50	8.4 Night Shift Differential	\$3.50	Effective November 1, 2025 \$1.85 for service \$3.00 for LPN
9.2 Standby Pay	\$4.25	8.5 Standby	\$4.25	<b>REJECT</b>
<b>NEW</b> 9.2 Standby in excess of (60) hours	\$5.00	<b>NEW</b> 8.5 Standby in excess of (60) hours	\$5.00	<b>REJECT</b>
9.4 Weekend Premium Pay	\$2.75	8.7 Weekend Premium Pay	\$2.75	Effective November 1, 2024, increase \$1.50 for service \$2.50 for LPN
9.5 Preceptor Pay	\$1.50	<b>NEW</b> Preceptor Pay	\$1.50	<b>REJECT</b>
9.7 Lead Pay	\$2.00	8.9 Lead Pay	\$2.00	<b>REJECT</b>

We believe everyone should be raised up, with no one left behind. We are making historic proposals that increase everyone's wages by dollars, because we all should be valued and treated with respect. Our economic proposal does that. Management has proposed as little as 2.75% for some of our members; that does not nearly cover the cost of inflation.

Meanwhile, CommonSpirit has posted an opening for a new President at SJMC with a starting pay of \$195.72 an hour. St. Joe's needs to invest in us, the caregivers on the front lines of our community, not the top administration.



Hello humankindness®



### President St Joseph Medical Center

St Joseph Medical Center 

(part of CommonSpirit Health) · 3.7 ★

1717 South J Street, Tacoma, WA 98405

**\$195.72 - \$274.00 an hour - Full-time**

## We have made some progress but we have much farther to go!

ARTICLE	STATUS
3.4.1 (NEW) Virtual NEO	✓ TA
3. XX (NEW) Electronic Communication	✓ TA
05.1/5.10 Equal Opportunity	✓ TA
05.8.1 and 2 Job Openings	✓ TA
05. X (NEW) Workplace Violence Prevention Plan	✓ TA
05. XX (NEW) Restroom Equity	✓ TA
05. XX (NEW) Harassment	✓ TA
5.X (NEW) Duty to Report	✓ TA
05. XX (NEW) Sexual Harassment	✓ TA
06.6.1/6.6.2 (NEW) Low Census Cap	✓ TA
08.8 New Job Classifications	✓ TA
11.6/12.6 Bereavement Leave	✓ TA
11.7/12.7 Jury Duty	✓ TA
11. X/12.5 (NEW) WA Paid Family and Medical Leave	✓ TA
MOU 17 Grandfathered CS Clerk Title	✓ TA
MOU 20/18 Virtual New Employee Orientation	✓ TA

At our last session, we got closer on new employee orientation, religious accommodations, and a tentative agreement around language protection so that we can use the language of our choice while not engaged in direct patient care.



“Management continues to come back with necessary tentative agreements, but we still have lots more to discuss. We need to continue to plan ahead to win fair contract for all.”

**-Nilda Warren, CNA, 8th floor**



“The general feeling across the board is that it has reached a point where we have to look management in the eye and ask them to ‘bless the hands that work for them, for what they are worth’. This is a noble request.”

**-Stephen Wanjau, CNA Float Pool**



“Small concessions given and received today, we will continue for something better!”

**-Jason Blessing, CNA**

## Standing together for better contracts

Over 1,000 healthcare workers in the service, professional, and technical units at Virginia Mason Medical Center in Seattle are currently negotiating their first contract. They are advocating for improved wages, better staffing, benefits, and respect in the workplace.

Since October, over 600 Service and LPN members at St. Joseph Medical Center in Tacoma have been fighting for livable wages, better staffing, and workplace safety.

Additionally, over 80 healthcare workers in service and technical units at VMFH Rehabilitation Hospital in Tacoma have recently joined our union to fight for improved wages, better staffing, benefits, and respect in the workplace as they work towards securing a first contract.

Over 300 healthcare workers in service and technical units at VMFH St. Clare Hospital in Lakewood just unanimously passed proposal priority votes to fight for improved wages, better staffing, benefits, and respect in the



“At St. Joseph Medical Center, we understand the significance of ensuring fair treatment and better working conditions. Unity can make a real difference when taking on a corporate giant like CommonSpirit.” **-Charney Chambers, St. Joseph Medical Center**

## We are taking action together!

Contact your bargaining team member for details.



## July is Tacoma Pride Month



Frontline healthcare workers united in 1199NW celebrate the triumphs of lesbian, gay, bisexual, transgender, queer, intersex, and asexual individuals & recognize the pivotal contributions of LGBTQIA+ labor activists. Together, we'll fight for LGBTQIA+ rights, labor rights, healthcare access, economic & racial justice!

Tacoma Pride is July 13 in Downtown Tacoma

Scan the QR for more info:



[1199nw.org/3XW2HqP](https://1199nw.org/3XW2HqP)