

WE'RE VOTING TO TAKE ACTION FOR WAGES THAT LIFT US ALL UP!

At bargaining, we told management that we need wages that recruit, retain, and lift up all of us, not just some of us.



"We came prepared to bargain our financials. We made some movement to bargain in good faith. Management had nothing. Bargaining is a snowball effect. It starts off as a snowflake. As you keep rolling in the snow, it gets larger and more powerful. We need to ensure all members are paying attention to the process. Actions like petitions, sticker ups, and purple Fridays are necessary to build the momentum for the bigger picture for a fair and equitable contract. We need our numbers to be strong and in the majority. You can't complain if you don't do or participate in the work to get us livable wages. SOLIDARITY!"

- Charney Chambers, Equipment Tech, Respiratory Therapy

Our proposals to recruit and retain:

Wages:

Year 1: Effective November 1, 2023 (retro pay): **\$8/hour** increase for everyone

Additional market increases in the first year for jobs that are behind market

6%	CNA
5%	Endoscopy Tech Monitor Tech Unit Secretary & Care Assistant
3%	ER Tech

Safe staffing:

Solidify a voice in staffing and the safe staffing law that allows our members to participate in the hospital staffing committee. This means our union members can review staffing plans and join with our WSNA (Washington State Nurses Association) union colleagues to make decisions that are best for patient care. This language recognizes that we are all a part of the care team.

Credit for past experience:

Recognition of past experience with year for year credit and audit for anyone who believes they should be at a higher pay step.

St. Joes proposals keep us behind:

Year 1: Effective at ratification

If your job is not listed, St. Joe's is only proposing a \$1/HOUR increase.

Year 2: Effective beginning of the first pay period after November 1, 2024 - **2%**

Year 3: Effective beginning of the first pay period after November 1, 2025 - **2%**

\$2.75	Sterile Processing Tech
\$2.05	Care Assistant CAN Transporter/CAN EVS Tech/EVS Spec Tech HUC Mail Clerk Monitor Tech/HUC Nutrition Assistant 1 Unit Coordinator
\$1.25	Inventory Tech (on each step) Central Supply Clerk
\$1.50	Endoscopy Tech Receiving Clerk II
\$1.75	Receiving Clerk

Our proposals to recruit and retain: (continued)

CommonSpirit St. Joe's can afford to do better.

CommonSpirit brought in \$36 billion of consolidated revenue in 2023. The Pacific Northwest Region of CommonSpirit alone, which includes our hospitals, brought in \$4.5 billion in operating revenue in 2023, which is an increase of \$129 million from 2022.

Detailed expenses data has only become available in WA in 2023, but we know that last year our CommonSpirit hospitals collectively spent \$189.3 million on contract staff. It's time for CommonSpirit St. Joes to invest in us, the frontline union healthcare workers who care for patients and our community.

We're standing up for patient care

We said we needed to feed our families and management said **"NO"**

We said our patients needed staffing and management said **"NO"**

We said we needed to feel safe at work and management said **"NO"**

We will take ACTION and vote **"YES!"**



"In the region, we stand tall as one of the best hospitals in the area. However, at Joe's, we're used to coming up short. Short in wages, short in staff, and short in filling the necessary care our employees need. As we reach performance records, it's clear it's far overdue for Joes to meet us where we stand. They can already see our care reach our patients throughout the region, let them see our care reaches our staff the way we need. Let them see how far our care truly reaches in our community! It's time to stand tall, make our voices loud, and stand big together in solidarity for this vote!"

- Jase Wistisen, ED Tech, ED



"Aren't you worth more than a measly \$1.00 an hour increase?! This insult proposed by management is still keeping workers under \$20 an hour. Members get your vote in to make a difference in your life! We are worth more!"

- Charney Chambers, Equipment Tech, Respiratory Therapy

Come to an action vote and make your voice heard!

Vote Location: Conference Room G, on the ground floor in employee hallway

September 12	1:30-2:30am **ZOOM**
	7-8:30am
	11am-1:30pm
	3:30-5:30pm
	7-8pm
September 13	5am-630am ZOOM
	9am-10am
	11am-1:30pm
	3:30-5:30pm
	5:30pm **VOTE COUNT!** All are welcome

Reach out to a bargaining team member to get involved.

Next bargaining session is August 22nd