

WE WON'T BE DIVIDED AT THE BARGAINING TABLE!

We continue to stand up for a contract that means we can thrive not just survive. Livable wages mean no one is left behind. Workplace safety means we as staff are protected so that we can protect our most vulnerable patients. Organizational equity and inclusion means that we belong here, have a voice, value, and are treated with dignity and respect. We told management all of that at our last bargaining session and St. Joes continues to show up to the table unprepared.

Management gave a wage proposal that undervalues the work we do and appears to manipulate the numbers, by shifting money around on the wage table to create an illusion that they have made movement when in reality they have not moved that far from their wage proposals in February or March for a lot of job classes. In the last bargaining session, St. Joes' negotiator admitted to offering less money at the beginning of the wage scales purposefully to add it to the back of the wage table for some job classes. We know they can do both. CommonSpirit brought in \$36 billion dollars in 2023 and paid their 11 top executives \$79 million in fiscal year 2022 while investing less in us and in our community.

WE ARE CALLING ON ST. JOES TO:

- Get serious with wage proposals that will recruit, retain, and recognize our value so we can thrive, not just survive
- Improve the Diversity Inclusion and Belonging committee so that we can move forward together in creating a place of belonging at St. Joes
- Provide workplace safety including locked security rooms for the emergency department and high security patients
- Commit to improving staffing
- Pay us for the work we do training and orienting new employees
- Post positions that traveler or agency workers have been filling for more than 3 months
- Recognize our past experience, work on the weekends, and lead positions for recruitment and retention on the wage scale and in our premiums
- Not increase our medical expenses through the life of the contract
- Bargain in good faith and stop committing unfair labor practices



"Let's stand for the \$8. I am sick and tired of letting St. Joe's slide, when I get my paycheck and pay my bills I can't even EAT. We ask for \$8 when they said \$1 for most job classes. Another divisive move from management. It is important to not allow them to divide us and stay focused on standing up for a livable wage." **-Desiree Castillo, CNA, Walters Day Surgery**



"I do this work for the future. It is not about me. I have benefits given to me from former union labor workers before me. I feel management doesn't grasp the concept of a livable wage. They only think about keeping the money in corporate pockets." **-Charney Chambers, Equipment Tech, Respiratory Therapy**

OUR WAGE PROPOSAL FOR THE FIRST YEAR OF THE CONTRACT BASE STEP

Position Title	Base
Care Asst-Health Unit Coordinator	
Current Wage	\$19.15
Union Proposal	\$27.15
CNA	
Current Wage	\$18.47
Union Proposal	\$26.47
Emergency Room Technician	
Current Wage	\$19.88
Union Proposal	\$27.88
Transporter CNA	
Current Wage	\$18.47
Union Proposal	\$26.47
Cook	
Current Wage	\$20.15
Union Proposal	\$28.15
Delivery Tech	
Current Wage	\$17.39
Union Proposal	\$25.39
Endoscopy Tech	
Current Wage	\$18.97
Union Proposal	\$26.97
Environmental Service Tech	
Current Wage	\$16.46
Union Proposal	\$24.46
Environmental Svcs Specialty Tech EVS Tech II	
Current Wage	\$16.64
NEW Union Proposal	\$24.64
Equipment Tech	
Current Wage	\$18.70
Union Proposal	\$26.97
Health Unit Scheduler	
Current Wage	\$18.82
Union Proposal	\$26.82
Imaging Clerk	
Current Wage	\$17.39
Union Proposal	\$25.39

Position Title	Base
Inventory Tech	
Current Wage	\$17.41
Union Proposal	\$25.41
Linen Aide	
Current Wage	\$16.46
Union Proposal	\$24.46
Mail Clerk	
Current Wage	\$15.95
Union Proposal	\$23.95
Receiving Clerk Store Room Clerk	
Current Wage	\$17.02
Union Proposal	\$25.02
Monitor Tech Health Unit Coordinator	
Current Wage	\$18.68
Union Proposal	\$26.68
Nutrition Assistant I	
Current Wage	\$18.01
Union Proposal	\$26.01
Nutrition Assistant II	
Current Wage	\$18.91
Union Proposal	\$26.91
Receiving Clerk II Store Room Clerk II	
Current Wage	\$17.12
Union Proposal	\$25.12
Unit Coordinator	
Current Wage	\$18.68
Union Proposal	\$26.68
Sterile Processing Tech	
Current Wage	\$21.19
Union Proposal	\$29.19
Central Supply Clerk grandfathered	
Current Wage	\$16.86
Union Proposal	\$24.86
LPN	
Current Wage	\$22.76
NEW Union Proposal	\$30.76

Next Steps:

Back to the bargaining table October 10!

