

Standing Together and Taking Action: Informational Picket!

Management has failed to adequately address our concerns regarding wages for recruitment and retention, workplace safety, adequate staffing, and respect for our work. As a result, our bargaining team is calling on all coworkers to stand together and participate in an informational picket to bring our message to the community and raise awareness about these critical issues.

Informational Picket

October 23, 11am-2pm

South 19th St. and I Street

Sign up to join the picket line: ➔



After 22 sessions at the bargaining table, management continues to put forward the same bottom-of-the-barrel proposals that fail to address our needs and the needs of our patients.



“We were prepared to stay all night to get a new contract, but management said they were unable to stay late because they had prior commitments that they considered more important.”

-Willie Willis, Environmental Services, EVS



“We made significant movement on wages, and management came back with nonsense.” **-Charney Chambers, Equipment Tech, Respiratory Therapy**



“They came back with pennies. We came back with a picket notice.” **-Jase Wisiten, ED Tech, ED**



“I was able to attend the staffing committee meeting, and I was surprised by what was proposed. A staffing ratio of 1 CNA for 17 patients. I don’t understand how CommonSpirit advertises human kindness to the community with these staffing ratios. I feel it is inhumane to ask one person to care for 17 ill patients. How are we supposed to provide adequate care for the community?” **-Nilda Warren, CNA, 8th Floor**



“We gave them an opportunity to bargain in good faith by coming down on our wages, and they came back with disrespect and pennies.”

-Desiree Castillo, CNA, Walters Day Surgery



“Management wasted our time once again at the table, we showed up and made huge movement on wages. We were met with disappointment. Our union is proposing wages to retain and attract, while St. Joseph Medical Center continues to not invest in us.” **-Alisha Colyer, Nutrition Assistant 1, Dietary**



“We had power at the staffing committee because we drove the point across that we are all together, and said we need good staffing because what the hospital was proposing for staffing levels was not reasonable. Nursing is a team, for both nurses and CNAs. On the staffing committee we have one goal for the wellbeing of our patients.” **-Rose Nguire, CNA, ACC**

What is an informational picket?

- A picket does not interrupt care. We all go to work on our normal schedules.
- You can come to the picket line on a break, before or after work, or on your day off.
- We are exercising our federal right to take action for our patients.
- Kids and pets have a great time on the picket line; it's a family event.
- Community allies and elected officials will be joining us!

Our proposals ensure that we no longer fall behind in wages

Over the years, our employer has consistently offered us stagnant wages, leaving us in a position where we have no choice but to take public action to advocate for ourselves and bridge the gap. The hospital has been providing competitive wages to agency and traveler workers without hesitation but refuses to invest in their permanent staff.

Where we stand in bargaining

We have made progress with some of our proposals that strengthen our current contract. However, we are still far apart on crucial issues that are important to us or have directly affected us.

Below is a summary of our proposals and the response from management:

Union Proposal	Management's Response
Preceptor, training, orienting and pay	REJECTED
Travelers, agency and contract work converting to hours to an FTE after 3 months	REJECTED
Year-for-year credit for past experience	REJECTED for Service, LPN up to 12 years
Increased PTO	REJECTED
Bargaining team pay	REJECTED
The ability for non-union workers to join the union without interference from the employer	REJECTED
Commitment to workplace safety – locked rooms for high security patients in the ED	NO
Diversity, Inclusion, and Belonging workshops, up to 2 days for LMC with independent jointly-selected facilitators paid by St. Joseph Floating holiday pay and accommodation	NO
Process for paycheck errors: Issue a correction within 5 business days for underpayments For overpayments, conduct an audit and negotiate a payment plan	NO Will extend deadline to report to 45 days from 30 days
Report vacancies to LMC when management intends not to fill the position	NO
Hospital staffing committee law ESSB 5236 – commitment to meeting staffing plans at least 80% of each month	NO
Audit of past experience for everyone	NO Will only provide EVS with audit up to 10 years
Access to EIB day 1 of being sick	NO
EVS Staffing and LMC	NO

St. Joes committed unfair labor practices and is not bargaining in good faith

Unfair labor practices happen when there is a violation of the National Labor Relations Act. These are our fundamental rights as workers and union members.

We are holding St. Joes accountable to negotiate in good faith and follow the law. During bargaining, St. Joes implemented a change to our contract even though our union had not come to an agreement. Our union filed federal charges of unfair labor practices.

St. Joes implemented a change to “cash out option” in our contract without negotiating it. What you may notice is that if you elected to cash out PTO, the employer stopped placing it in a separate accrual balance and showing that on your pay stub.

9.9 Service Contract/10.8 LPN Contract: “Employees who elect a PTO cash out will accrue their elected PTO cash out hours in a separate accrual balance which will be visible on the pay stub.”

St. Joes needs to negotiate in good faith and stop committing unfair labor practices!



“We expect management to negotiate in good faith so that we can trust the people that we work for. Putting a proposal on the table that they already implemented is a lack of respect and shows they don't value or respect us. I have a coworker who was worried she wasn't getting her cashout because it was invisible. We want management to put it back to the way it was with the cash out option because it was easier for everyone to manage.” **-Alisha Colyer, NA1 Dietary**