

Our Unity Speaks Volumes!

Our bargaining team stood in solidarity during bargaining to advocate for safe staffing, safety, wages that will allow us to thrive not just survive and recruit and retain, as well as credit for past experience. 1199NW's President Jane Hopkins and Secretary-Treasurer Yolanda King-Lowe joined the negotiations on Monday the 11th to send a clear message to VMFH/CommonSpirit that St. Joe's members are a priority for our union.

Our actions prompted management to respond, and we successfully secured new tentative agreements regarding union leave and home area assignments for hospice CNAs. However, management has not made sufficient progress on other issues.

We're pushing management on:

Wages - We need management to take the issue of wage increases seriously. We are fighting for better pay for everyone. St. Joe's needs to raise wages to recruit and retain. We know they are paying agency workers upwards of \$30 an hour, so it's time for them to invest in us!



"Our goal is to get members at least base pay \$25 when our 2026 contract comes to an end. Of course different positions fluctuate. However we are aiming for \$25 to survive. Management is still pushing around the same nickels and dimes. They have the money to pay their Service Members. Pay the ones that keep you afloat. Stop the corporate greed. The sisters who founded this hospital would not object to our fair asks. SJMC is not practicing Human kindness. SJMC is practicing selfish greed." - **Charney Chambers, Equipment Tech, Respiratory Therapy**

Safety - We need St. Joes to enhance security measures and ensure a safer environment for everyone. We have proposed installing metal detectors and a more secure way for managing high security patients. Currently the Emergency Department is set up in a way that has high security patients in rooms separated only by curtains. This can leave our members vulnerable, as they may have their back turned while attending to other tasks. We need St. Joe's management to commit to providing secure rooms to ensure the safety of both staff and patients.



"I'm happy that we kept fighting with management for us to get our 60 days of union leave. I would want all of our co-workers to know that we can now do what it takes to stand in solidarity and have stronger union presence at work. To have our co-workers learn more about how our union works while sending a gentle reminder that we are the union. It takes US working together and organizing to build the strength and gain knowledge we need to better help our co-workers." - **Desiree Castillo, CNA Walter's Day Surgery Center**

Staffing - Our staffing proposal has built in commitments that St. Joe's will report to the Department of Health within 7 days each month of they are not in compliance with the staffing plan at least 80% of the month. It is important for our patients that St. Joe's is held accountable to the new staffing law. At the Hospital Staffing Committee, we have seen management continue to propose increased patient ratios for CNAs, CAs, and ED Techs. Our committee members have advocated and said no to the increased patient load for concerns for patient care. We need to make sure that we have strong contract language that upholds the new law so that we can advocate for safe patient care through the hospital staffing committee.

We are also fighting for staffing by proposing new contract language that would allow us to request that any agency worker who has been working consistently for 3 months have the hours reviewed and converted into an FTE.

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“We really need to get a livable wage in place because we can not continue to work short staffed on a daily basis. We are human beings and can’t continue to work overtime everyday. We were down 4 positions out of 7 on Saturday and we have agency in our dietary department. We deserve to support our family and spend time with them too. We need management to hire staff not just rely on agency and contract. Those positions that agency have been working need to be converted to FTE’s and St. Joe’s needs to invest in the community by hiring people from the community and paying a livable wage.” – **Alisha Colyer, Dietary, NA1**

Credit for past experience - The officers of our union, along with our bargaining team members, told management on Monday that every member deserves to be compensated for their years of experience. Experience is important and should be valued and respected. Every member should be placed on the pay scale at a rate that matches their years of service and experience in the job.

Join your bargaining team at a unity break!

Friday, November 15

11am - 1:30pm

3pm - 5pm

Talk to your bargaining team to get involved in upcoming actions!

Scan the QR code to join actions:



<https://1199nw.org/3Z6vuJA>

Our unity speaks volumes!