

Staffing should be based on patients' needs, not CommonSpirit's budget!

Staffing and safety for staff and patients were uplifted by our bargaining team during negotiations after management's last proposals failed to address these critical issues, rejecting many of them. We brought forward our stories on how staffing effects quality patient care and that we need more transparency around productivity, protections against low census and mandatory call, and the new Hospital Staffing Committee law to be outlined in our contract. The safety of our staff and community is of the highest importance to give quality care and our current proposals reflect that by calling for metal detectors, safety devices and ways to address high security patients.

OUR PROPOSALS

Better staffing and more reasonable workloads

- New staffing law in the contract, management has to meet staffing plans 80% of the time for direct patient care departments
- New EVS staffing committee
- Transparency on "productivity" and the ability to make recommendations
- Path for per diem workers to get FTE in 2 months of consistent work, down from 5 months
- Convert travelers' hours of work to FTEs to be posted
- Employer must post vacancies within 2 weeks of a coworker leaving
- A low census fund with a pool of 600 hours to protect our paychecks in times of low census
- Protections against mandatory overtime and the use of prescheduled on call for what should be regular FTEs

A safe work environment

- New workplace violence and health and safety proposals
- Additional security guards
- Metal detectors in the emergency department
- De-escalation training for all staff
- Review badge access for restricted areas
- Locked rooms for high security patients in the emergency department

St. Clare management, however, was unprepared. Management did not have an economic proposal which was unacceptable, and the bargaining team let them know. They had a month to prepare for this meeting and offer meaningful wage increases but instead they had nothing prepared. After hearing our stories regarding staffing, management moved but we still have work to do.

Your bargaining team is calling for unity and action to show management that we need wages, staffing, and safety now. The team was able to secure few tentative agreements and now they're calling on all members to take action to push St. Clare to negotiate. Talk to a bargaining team member for updates and actions.



"We were able to move a few things, but management did not come prepared. We came there to work and we did not see them working. When we ask for your help be ready to move!" **Chrystal Thompson, Sterile Processing Tech, SPD**



"Serious issues require serious actions, being uncomfortable will be temporary but these results will be life changing." **Alex Torres, Pharmacy Tech, Pharmacy**



"Management failed to show the same values of human kindness they tell us to show our patients—it's time to hold them responsible for their actions." **Andrew Duncan, ER Tech, ED**



"Management is holding back, they failed to respond on our wage proposal. Keep holding strong in solidarity, we will get what we have earned." **Laura Wachendorf, CNA, PCU**