



St. Clare's Management's Heart SHRUNK 3 SIZES TOO SMALL!



Since July, St. Clare's management has been dragging their feet and refusing to bring forward a meaningful economic proposal. For the past two bargaining sessions, management has said they would bring economics, but on the day of bargaining they delivered us nothing but low wages that keep us held back and divided. One tactic that we know management will use to try and divide us is offering low wages and separating based on job class what they are willing to offer. We know that all our work is valuable!

Our bargaining team did not stay silent and called out that they are not offering enough to recruit and retain staff to provide care for all the patients in our community. Our team shared real stories and presented real solutions, showing them that the Grinch may have a heart too small, but we won't let St. Clare's get away with it.

Management's Heart is Too Small to Understand Fair Wages

But we know our worth. We will not back down until we get the respect and compensation we deserve. We won't let a Grinch sized heart stand in the way of the care our community needs.

Management's Wage Proposal:

No back pay—wages starting two pay periods post ratification

Tech Job Classes:

- 1st year – 4%
- 2nd year – 2%
- 3rd year – 2%

Service proposals – varying increases:

Contract Position Title	% Increase	BASE Rate
NURSE ASST CERT	6.00%	20.00
DIAG IMAGING AIDE/TRANSPORTER	6.00%	20.00
HEALTH UNIT COORD/SCHEDULER	5.00%	20.90
NURSE ASST/HUC	6.00%	20.72
MONITOR TECH/HUC	6.00%	20.68
HEALTH UNIT COORD	6.00%	20.72
SCHEDULING COORD	6.00%	21.35
COOK	0.75%	20.75
NRSNG TECH REG-STDNT	2.00%	20.60
ENVIRON SVC TECH	12.00%	18.41
EMERGENCY TECH	6.00%	21.55
PT CHART REP	9.00%	19.51
IVENTORY CONTROL SPEC	2.50%	22.10
DIAG IMAG REP	9.00%	19.29
MATERIALS SPECIALIST	8.00%	19.17
MAILROOM ATTENDANT	11.00%	18.10
MAINTENANCE ASST	37.00%	26.25
MAINTENANCE ENGINEER	37.00%	38.18
NUTRITION ASSISTANT I	5.00%	19.34
NUTRITION ASSISTANT II	5.00%	20.31
NEW Painter	New	25.00
PT SERVICES REP	2.00%	20.43
PERIOP SUPPORT TECH	3.50%	20.72
STOREROOM CLERK	8.00%	19.07
REHAB ASST	7.00%	17.77
STERILE PROCESSING TECH	2.50%	22.15



"This percentage is low and inequitable. The economy is getting rougher and rougher. \$56/hour is what a living wage is right now in Pierce County for a family of 3. And my husband and I don't make that together for a family of 4. St. Clare's is a wonderful place to work but the company is investing a lot of money in new employees with 10K or 20k hiring bonuses for people who stay for 1 year and then they take that bonus and leave. 20k is half my annual wage. St. Clare needs to start investing in us."

Laura Wackendorf, CNA



"I worked 10 years in a skilled nursing facility and bring a lot of the skills and knowledge I learned there to St. Clare's that is not recognized or compensated. Management rejected giving us an audit of past experience and they should value the expertise we bring to the table. We want management to give year for year credit for past experience and lift everyone up on the scale to match their years of experience."

Sue Turner, NA1, Dietary

