

OUR BARGAINING TEAM MEANS BUSINESS

We are nearing an agreement, but management has yet to fully acknowledge the value of our experience, work, and need for proper staffing through competitive wages. St. Joe's must make a meaningful commitment to recruit, retain, and care for the community. Our bargaining team is standing firm, sending a clear message: we are serious about securing a fair and equitable contract for all members.

Your bargaining team is leading with the best interest of everyone and leaving no one behind with no takeaways. **It's time for management to stop delaying and recognize the importance of fair compensation.**



"A majority of our coworkers are united! Everyone at St. Joes has put time, energy, effort, and understanding into fighting for a better contract. These have been hard times, but we have got this!" **-Jase Wistisen, ED Tech, ED**



"I understand the frustration from our membership as we have been fighting for over a year to win a fair contract with wages that recruit and retain. By showing up at the table we are sending Management a message that we are here for the fight, I always remind myself that the work I do is for my community. As we fight for better staffing with inside of EVS, I remind administration a clean hospital is a healthy hospital." **-Willie Willis, EVS Specialty Tech, EVS**

OUR PROPOSALS:

- ✓ **Leave no one behind:** Ensuring fairness and inclusivity for all members
- ✓ **Enhanced Workplace Safety:** Prioritizing a secure and healthy environment for staff and patients
- ✓ **Competitive Wages:** Recruitment and retention to bring skilled workers from our community
- ✓ **Adequate Staffing Levels:** Maintaining patient safety and quality care through proper staffing
- ✓ **Recognition of Experience:** Year-for-year credit for past experience, with a wage scale audit to ensure members are compensated fairly
- ✓ **Retroactive pay:** Acknowledging and honoring the time and contributions of our members
- ✓ **Pay for Negotiations:** Pay for the bargaining team who have used their own PTO for over a year to negotiate
- ✓ **Recognizing Juneteenth:** Ensuring members receive holiday pay for celebrating this significant cultural day. Juneteenth will not be treated as interchangeable or used to replace an existing holiday



MANAGEMENT'S WAGE PROPOSAL:

- **Leaves members behind:** Some job classes are left at a base wage of \$20 an hour which will not be enough to recruit, retain, and care for our community.
- **NO retroactive pay:** Management's proposal for wages would not start until 2 pay periods post ratification.
- **Does not include credit for past experience:** Credit for past experience only for LPN and EVS up to step 10. Does not value our experience.

Management's Year One wage increase proposal with base and step 10

Position	BASE - No experience	YR 10- generally at least 10 years of experience
CARE ASST-HEALTH UNIT COORD	\$21.60	\$26.35
CNA	\$20.92	\$25.50
EMERGENCY ROOM TECHNICIAN	\$22.07	\$28.25
TRANSPORTER CNA	\$20.87	\$25.44
COOK	\$21.11	\$27.02
DELIVERY TECH	\$20.00	\$24.38
ENDOSCOPY TECH	\$21.15	\$25.80
ENVIRONMENTAL SVCS TECH	\$20.00	\$24.38
ENVIRONMENTAL SVCS SPECIALTY TECH	\$20.60	\$25.11
EQUIPMENT TECH	\$20.57	\$25.07
HEALTH UNIT SCHEDULER COORDINATOR	\$21.60	\$26.35
IMAGING CLERK	\$20.69	\$25.23
INVENTORY TECH	\$20.17	\$24.58
MAIL CLERK	\$20.02	\$24.41
RECEIVING CLERK	\$20.17	\$24.58
MONITOR TECH-HEALTH UNIT COORD	\$21.60	\$26.35
NUTRITION ASSISTANT I	\$20.04	\$24.43
NUTRITION ASSISTANT II	\$21.04	\$25.64
RECEIVING CLERK II	\$20.27	\$24.72
UNIT COORDINATOR	\$21.60	\$26.35
STERILE PROCESSING TECH	\$23.24	\$31.23
CENTRAL SUPPLY CLERK (grandfathered)	\$23.24	\$28.29
LPN	\$25.72	\$33.39

Reach out to your bargaining team for information on upcoming actions and bargaining.