



Wisconsin Federation
of Nurses & Health
Professionals AFT,
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BARGAINING UPDATE

ST. FRANCIS HOSPITAL RN & SERV/TECH CHAPTERS

October 3, 2018

We kept what we had, Earned more of what we deserve, and Beat back bad proposals—TOGETHER! Now, you get to VOTE!

On **October 2nd, 2018**, your St. Francis Bargaining Team reached a Tentative Contract Agreement with Ascension management. This concluded weeks of proposal exchanges and discussion regarding wages, staffing, PTO, healthcare and much more! The Bargaining Team is strongly recommending members vote to ratify the agreement, and there will be an in-depth presentation at the ratification vote. The **Ratification Vote** will be held on **October 11th, 2018 in the 8th floor Auditorium from 7:00 AM to 8:00 PM**. Union leaders and staff will be there to answer questions from members so everyone has a full understanding of what they are voting on. Only full dues paying members can vote; non-members can sign membership cards the day of ratification if they would like to vote.

We want to **THANK YOU ALL** for the support you all have given through this process. Many of you signed the petition critical of management's proposal to take away time-and-one-half for on call and premium pay, as well as wore button/pins/stickers showing solidarity with your Bargaining Team. Your efforts were successful because management took that proposal off the table—**WE WON, AND WE WON TOGETHER!**

Another thing to note, is that management did not initially want to offer anything higher than a 2% raise and wanted to keep raises tied to performance evaluations, which are too subjective. Very few members score at the top despite giving quality care day in and day out. Again, with your public support and engagement, your Bargaining Team was able to move them beyond that mark!

ATTENTION!

**CONTRACT RATIFICATION
VOTE SCHEDULED
for All Bargaining Units**



DATE: Thursday, October 11th, 2018

TIME: 7:00 AM—8:00 PM

PLACE: 8th Floor Auditorium

PLEASE NOTE:

- *You must be a full dues paying member in good standing to vote—no absentee ballots.*
- *Please attend meetings on off-duty time (break or lunch is fine).*
- *There will be a full review of all changes to the contract before voting.*

Bargaining Highlights & Changes

Here are some bargaining highlights and changes. (None of these are final until you vote on them):

Length of contract—3 years (*last contract was 2 years*)

Wages and Benefits:

- We completely divorced raises from performance evaluations—We are the only Ascension hospital to do so because we have a union and bargained for this!
- Percentage raises across the board:
 - Year 1: 2.4%
 - Year 2: 2.4%
 - Year 3: 2.5%
- Also, with the retention of Article 22.02 in our current contract, these raises are guaranteed minimums.
- Charge and Lead pay increased by \$.50 an hour on all shifts.

- On-Call threshold redefined-disproportionate call (9 shifts or more per month) will receive \$4 per hour.
- Max pay workers receive 2% one-time raise due to an increase in the maximum pay scales.
- In-service and Tuition Reimbursement increased by \$500 each.
- PTO—Each January 1st for the life of the contract, those 15 years and above in seniority will get one more PTO day.

These are some of the changes to the upcoming contract that you will be voting on October 11th. There are many positive ways we can influence staffing issues and what management is doing to address issues through the contract. **Again, your team is strongly recommending a "YES" vote on this contract!** We look forward to seeing you next Thursday!

Your 2018 Bargaining Team

RN TEAM:

- Mary Milton**—RN President (*PAT*)
- Jenni Dzemske**—RN Chief Steward (*Mental Health*)
- Lindsay Ullman**—Steward (*ICU*)
- Mary O'Toole**—RN Bargaining Team (*PACU*)

SERVICE/TECH TEAM:

- Connie Smith**—S/T President (*Surgery*)
- Mark Cuyler**—Chief Steward (*Surgery*)
- Sharon McBride**—Steward (*Mental Health*)
- Norm Behrendt**—Bargaining Team (*Cath Lab*)
- Hannah Wilhoit**—Bargaining Team (*Admitting*)
- Judith Van Lare**—Bargaining Team (*Radiology*)

UNION STAFF:

- Jamie Lucas**—WFNHP Exec. Director & Chief Negotiator
- Nate Gilliam**—WFNHP Organizer



Have a question or concern? Contact one of your Chapter Officers or our Organizer, Nate Gilliam at 414-405-9835 or ngilliam@wfnhp.org.



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