

Providence St. Peter Hospital

# St. Peter Professionals: Be Forewarned!

January 2025

Providence St. Peter Hospital leaders recently distributed a misleading pamphlet to professional workers at the hospital in an effort to discourage them from organizing for better wages & working conditions.

## TABLE OF CONTENTS

|                                           |   |
|-------------------------------------------|---|
| FAQ: Nonsense You'll Hear from Providence | 3 |
| Questions to Ask Your Boss                | 3 |
| Status Quo: The Real Story                | 3 |
| Benefits of Starting a Union              | 4 |
| Dues Debunked                             | 4 |

# Your Managers Think You Are Gullible

*When workers self-organize to start their own union, upper management gets nervous and will say misleading things to scare you into voting against it.*

***By law, employers do not have to keep any promises they make to you--ever.***

There is no law against an employer making promises and then breaking them. If you've worked here long enough, you've already seen some examples. Unilateral decisions that violate previous promises are often cloaked in innocuous-sounding terms like "policy change" or "updated benefits plan."

***This is why it is so vital for caregivers to get any management promise in writing.***

Employers hate making written guarantees or assurances because it limits their ability to make arbitrary decisions later on. They believe it is appropriate to have the power to unilaterally change your pay & benefits, cut special deals with favorites, or fire people without a good reason.

Employers can tell employees that, if the union wins, they could make less money, even if that is not necessarily true. In actual practice, unionized workers make more money than their counterparts--sometimes a lot more.

Just have a look at the union contracts your peers have won at other Providence-Swedish hospitals, and you'll see that you've already been settling for less.



***COMPARE  
CONTRACTS  
HERE***

# FAQ: What Nonsense Can I Expect to Hear from Providence?

*We have compiled a list of rebuttals to common misleading or false statements you'll hear from management so you can make a more informed decision.*

| WHAT YOU'LL HEAR                                                                                                 | vs. | THE REAL DEAL                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>CLAIM:</b> A union is an outside "third party" that "tries to organize a workplace."*</p>                  |     | <p><b>REALITY:</b> Nonsense. Your peers started this union drive by reaching out to UFCW first. Your workplace is organizing itself.</p>           |
| <p><b>CLAIM:</b> "Union contracts limit flexibility."*<br/>Or, your scheduling arrangement will be "rigid."*</p> |     | <p><b>REALITY:</b> Nonsense. The language of the contract can (and should) allow for flexibility. You can decide this at the bargaining table.</p> |
| <p><b>CLAIM:</b> Unions collect dues even before you have a satisfactory contract.</p>                           |     | <p><b>REALITY:</b> Nonsense. Until your first contract is ratified, no one pays dues. Period.</p>                                                  |

## Questions to Consider Asking Your Boss

**Question:** Why do you prefer that our terms of employment be "not governed by a contract"\* in writing that protects basic workers' rights?

**Question:** Which parts of existing Providence professional union contracts would you agree to in writing, right now, for PSPH professionals?

**Question:** In what ways might having a union make your job easier? More predictable? Less stressful?

**Question:** Compare the chart in this handout to the one on p. 7 of Providence's anti-union leaflet. Which is more compelling, and why?

## Facts About Status Quo







***Management is making false claims.***

Despite what you may have been told, status quo does *not* mean that Providence cannot give you a raise, agree to adjust your schedule, or follow through with *any* pre-existing plans you made before the union election was declared. End of story. In fact, failure to follow normal practices—including the normal system for pay raises—may be grounds for filing an Unfair Labor Practice claim.

\* quoted directly from Providence anti-union pamphlet

## What are the benefits of starting a union?

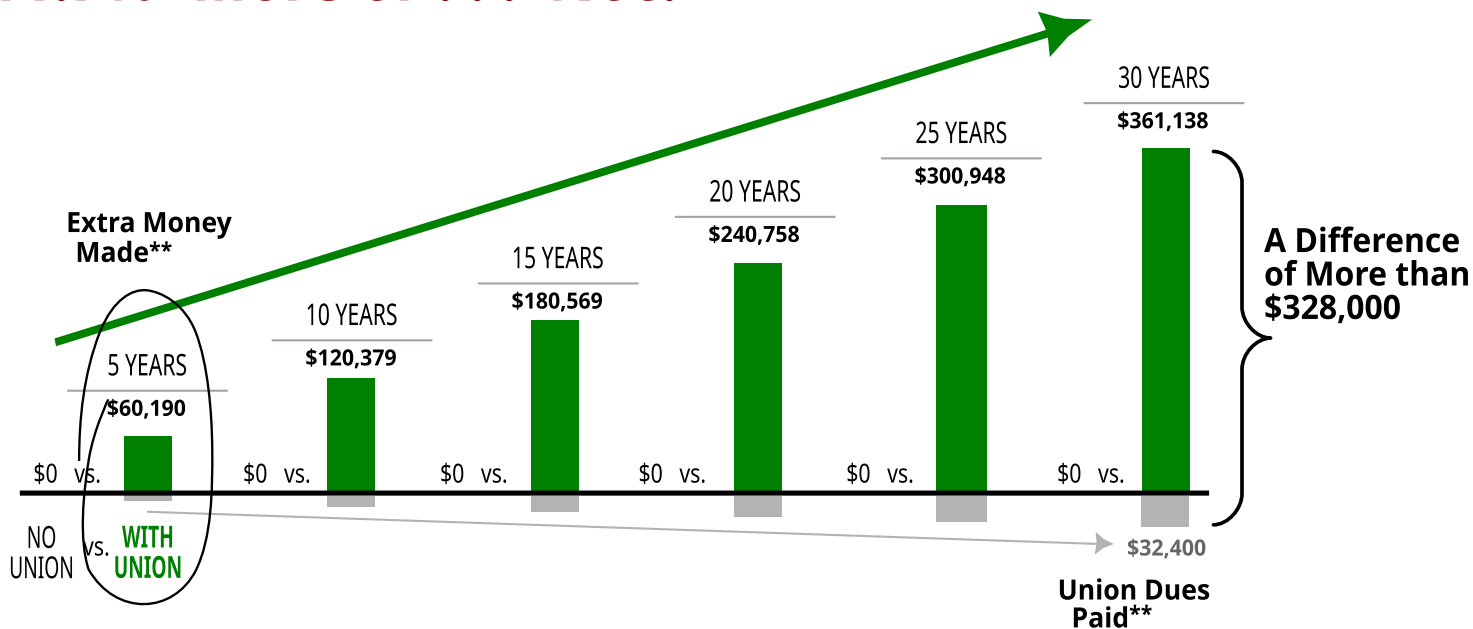
Every contract is different, because every workplace is different. A quick look at any of your unionized peers' contracts, however, makes it easy to see the kinds of benefits you can expect.

- 
**More Job Security**  
 No more termination without cause
- 
**More Respect at Work**  
 Work with managers on a more equal basis
- 
**More Transparency**  
 Clear contracts mean more trust
- 
**An Ally When You Need One**  
 When management does something unfair or illegal
- 
**Less Uncertainty**  
 Know exactly where you stand
- 
**Higher Median Pay**  
 Professional Healthcare workers make 11.7% more

*What dollar value would you place on these benefits?*

## Do You Know How Much More Unionized Medical Professionals Earn Over Their Careers?

### Would You Rather Make 11.7%\* More or . . . Not?



\* US Bureau of Labor Statistics. News Release. 28 January 2025. "Union Members—2024". Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2023-2024 annual averages. Management, professional, and related occupations (Healthcare practitioners and technical occupations).

\*\* We don't agree with all of their assumptions, but we used the exact same wage figures as Providence management on p. 7 of their anti-union brochure, "St. Peter Professionals: Be Informed (January 2025)." We suggest you compare the two charts side-by-side and do your own math. Do they really think you're gullible enough to be swayed by such an argument?