Providence
St. Joseph Hospital

According to the CNA contract at Providence St. Mary Medical Center, the hospital maintains control over the business and how it's operated

Example rights the Hospital continues to have under the CNA contract include:

- ✓ Staffing (Title 22)
- ✓ Schedules and work assignments
- ✓ Equipment and technology
- ✓ Work rules, policies and procedures
- ✓ Job qualifications and classifications
- ✓ Layoffs
- ✓ Discipline



Flip over to see the full list of SMMC's Management Rights that CNA agreed to include in the contract.

If union organizers are telling you CNA will change or control SJO operations, the union's own contracts tell a different story. **VOTE NO.**

BETTER TOGETHER

We are here to support you. If you have any questions, please reach out to your manager.
For more information, visit **StJoesGetTheFacts.com**



Providence
St. Joseph Hospital

Actual contract language from the CNA contract at SMMC

"...the Hospital's retained rights, privileges and prerogatives shall include, but not be limited to, the following:"

1. To determine and direct the policies, modes and methods of providing patient care;
2. To determine the number, location and types of operations and facilities;
3. **To introduce new materials, equipment, machinery or processes and to change or eliminate existing materials, equipment, machinery or processes;**
4. To determine the services to be performed, the methods of service, and the materials, equipment and technology to be used in providing services and operating the Hospital;
5. **To determine the size and composition of the work force, including the number of hours and shifts required,** the starting and ending times of such shifts, the allocation of duties between and within job classifications, and the **number of Nurses to be hired for and assigned to any particular classification, shift or operation** and whether there is a need to contract out bargaining unit work, subject to the right of the Union to bargain over the impact of any such decisions;
6. **To supervise, direct, and manage the work force;**
7. To employ registry, nursing agency, traveler or other temporary Registered Nurses;
8. **To determine the levels of staffing and number of Registered Nurses to be engaged, subject to this Agreement and relevant, state and federal laws;**
9. To establish qualifications, job descriptions and standards of performance required of Registered Nurses and to determine processes for evaluation of Registered Nurse fulfillment of same;
10. **To make all decisions relating to the employment of Registered Nurses,** including whether or not to hire, train, transfer, promote, assign, lay off, discipline or discharge Nurses for just cause, as well as all decisions relating to assignments for, evaluation of and scheduling of Registered Nurses. The Hospital shall have the right to assign overtime, subject to this Agreement;
11. To establish Hospital work rules, policies and procedures, and to add to, amend or change them as deemed necessary by the Hospital;
12. To open, close or modify Hospital units, departments or other operations, subject to the Union's right to bargain about the impact of any such decisions;
13. **To direct and control all Hospital operations;**
14. To establish new classifications, as well as modify requirements for and/or eliminate existing classifications;
15. To take such other action as the Hospital may determine to be necessary for safe, orderly, efficient and economical operations.

Source: Current SMMC contract with CNA

If you were thinking about voting for CNA because you were told they could change or control SJO operations, **VOTE NO.**

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