Did you know? Union contracts don't guarantee job security

Providence
St. Joseph Hospital

Union contracts typically:

✓ Guarantee **the order in which nurses will be laid off** (e.g., based on seniority, not on performance)

✗ They **don't guarantee protections against** layoffs

Don't take our word for it — it's in the SMMC contract.

Article 15 — Workforce Reduction

Source: Current CNA Contract at Providence St. Mary Medical Center

D. The Hospital shall select Registered Nurses for workforce reduction in the inverse order of Hospital seniority...

Is CNA worth the risk? **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**