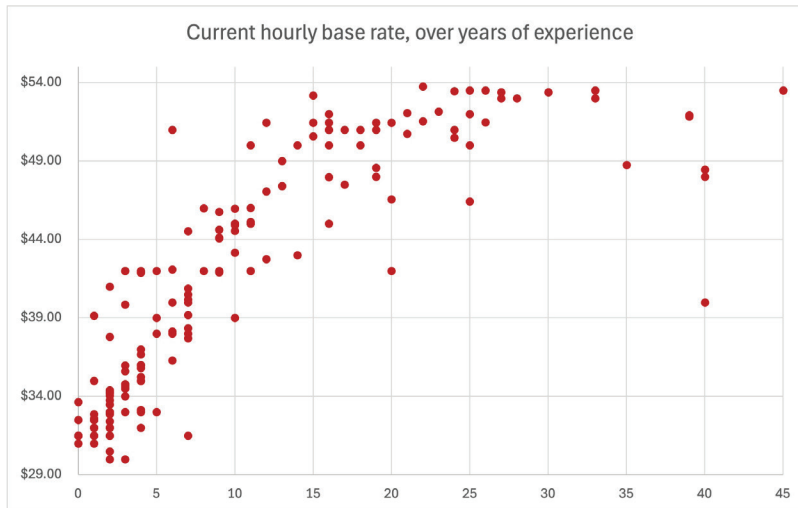


ST JOSEPH WAGE SURVEY SHOWS RAMPANT PAY DISPARITY WHILE EXECUTIVES RAKE IN MASSIVE RAISES



Over the past few weeks, St Joseph nurses have collected hundreds of bargaining surveys. **The results have revealed shocking pay discrepancies.**

KEY SURVEY FINDINGS

- » Nurses ranging from 1 year to 10 years of experience all making the base rate: \$39
- » A 40-year RN earning only \$40
- » Two nurses with 7 years of experience have a \$13.03 wage gap, making \$31.50 and \$44.45, respectively
- » A 1-year RN makes more than a 10-year RN, earning \$39.14 and \$39, respectively

WHERE IS THE MONEY GOING?

St Joseph claims to care for the most vulnerable and to “serve our patients, their families, our communities—and each other”, but who are the executives really serving? How much of the executive’s \$6 million in total compensation last year could have gone to recruiting and retaining nurses? If the executives had given themselves even just half of their raises, they could have addressed staffing issues across the hospital, hired more support staff, fixed equipment issues, and more.

WHAT ABOUT GUARANTEED WAGE INCREASES FOR RN STAFF?

The \$3 raise some nurses received to discourage efforts to organize our union and collectively advocate for ourselves is nothing compared to average \$440,163 increase or 30.1% the executives received from 2023 to 2024. Nurses deserve guaranteed wage increases based on years of experience, on a wage grid protected in our union contract, to hold the executives accountable for retaining experienced and skilled nurses.

For more information, call
(813)579-7801

Individual	Title	2023 Total Compensation	2024 Total Compensation	Increase from 2023 to 2024	% Increase
T Douglas Lawson	President, South Region	\$2,462,273.00	\$3,616,147.00	\$1,153,874	46.9%
Ricardo Diaz	VP/COO thru 1/23, “Former Key Employee”	\$416,817.00	\$517,307.00	\$100,490	24.1%
Beverly Welch	SVP- Patient Care Services	\$340,095.00	\$406,219.00	\$66,124	19.4%
Kim Shaw	CEO		\$897,767.00		
Monte Bostwick	CEO, St Joseph Health		\$800,876.00		
TOTAL		\$3,219,185	\$6,238,316	\$1,320,488	30.1% (avg)



“The patients we care for are our neighbors, friends, and family. The nurses who sacrifice for our community should be able to earn a living wage. At St Joseph, our CEO makes more than \$385/hour, while many nurses work multiple jobs or pick up extra shifts, spending less time with their families, just to make ends meet. We’re asking for fair wages that reflect our experience and expertise in our profession and not based on an unfair system. I’m ready for nurses to negotiate a contract that allows for pay transparency and promotion of better outcomes for our patients and community.”

— Jessica Crouch, RN Nurse Navigator

OUR PATIENTS. OUR UNION. OUR VOICE.

