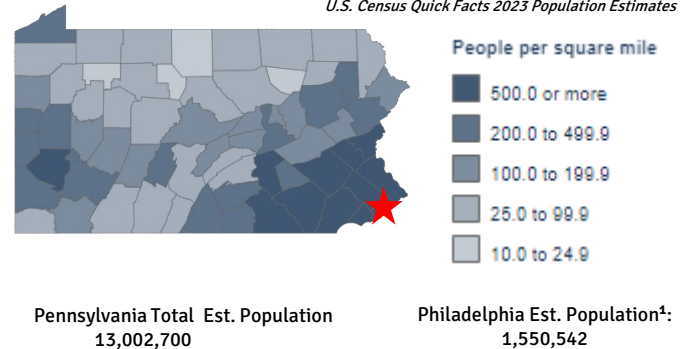




FEDERAL MEDIATOR ASSISTS ST. CHRISTOPHER'S HOSPITAL AND UNION IN REACHING AGREEMENT TO AVERT STRIKE

The Federal Mediation and Conciliation Service (FMCS) facilitated an agreement between St. Christopher's Hospital for Children (Tower Health) and the Pennsylvania Association of Staff Nurses & Allied Professionals (PASNAP) in Philadelphia, Pennsylvania, following contentious negotiations and a change in hospital ownership. The negotiations, which spanned more than four months, involved the 500-member bargaining unit and the hospital addressing staffing limits, retention levels, and other economic issues. The resulting three-year agreement was overwhelmingly ratified on May 14, with more than 90 percent of members voting in favor.

Pennsylvania Population Density by County
Source: 2020 Census - U.S. Census Bureau and U.S. Census Quick Facts 2023 Population Estimates



IMPACT, ECONOMIC OPPORTUNITIES & CONSTITUENT BENEFITS



St. Christopher's Hospital for Children was acquired by Tower Health in 2019 and continued to experience significant financial strain. Negotiations with the Hospital and PASNAP became contentious after the previous contract expired in January 2024. Simultaneously, a new attorney for the employer and a new union negotiator entered the negotiations.



In February, an FMCS mediator joined the stalled negotiations to help provide a framework for settlement. Despite ongoing bargaining between February and May, hospital nurses staged an informational picket and prepared to send a strike notice. After three mediated sessions, a tentative agreement was reached on May 14, averting further collective action.



The agreement enhances hospital safety and efficiency by bolstering nurse recruitment and retention, expanding care availability, improving job satisfaction through better compensation, and addressing understaffing. Avoiding a work stoppage not only saves millions of dollars but also prevents significant disruptions to the hospital's service levels and patient care in an under-resourced community.

This successful mediation positively impacts the more than 3.7 million citizens across Pennsylvania's 1st, 2nd, 5th and 6th Congressional Districts² and New Jersey's 1st Congressional District and will:

- Ease strain on the hospital by retaining qualified nurses amidst staff turnover and understaffing while avoiding service interruption in an underserved community.
- Help the employer continue to provide social services and specialized care as St. Christopher's Hospital for Children serves some of the most economically disadvantaged neighborhoods in the country where more than 20 percent of patients screened identify at least one unmet need.³
- Aid in expanding staffing and improving resources for excellent patient care by adjusting pay, improving safety, and expanding opportunities to attract qualified staff.

“Both parties were very appreciative and attribute the success of these negotiations to the assistance of FMCS. There were internal issues affecting both sides and our presence helped to ease those potential roadblocks towards settlement.”

Barbara Lichtman - FMCS Mediator, Philadelphia

Sources: ¹U.S. Census Bureau Quick Facts 2022; and U.S. Census Bureau 2020 Population and Housing State Data ²U.S. Census Bureau My Congressional District; ³and St. Christopher's Hospital for Children Annual Equity Report