

FAIR AND JUST WORKPLACE STANDARDS AT ST. JOSEPH HEALTH SYSTEM

	SJHS VALUE	STANDARD
1.	EXCELLENCE DIGNITY	<u>A Safe Place to Work:</u> Does the institution provide a safe and healthful working environment?
2.	EXCELLENCE	<u>Personal Growth:</u> Are training and educational opportunities available that can lead to advancement opportunities for workers?
3.	JUSTICE	<u>Equitable Pay:</u> Do the lowest paid workers receive wages sufficient to sustain themselves and their families?
4.	JUSTICE	<u>Opportunity for Fair Resolution of Grievances:</u> Do employees have access to a dispute resolution process that provides them a way to seek resolution of their grievances?
5.	JUSTICE	<u>Trust:</u> Does the ministry provide an environment that facilitates trust throughout the organization?
6.	SERVICE	<u>Health Care:</u> Is health care insurance provided at affordable cost, or are wages sufficient for employees to both sustain a family and purchase health care insurance?
7.	DIGNITY	<u>Work-life Balance:</u> Are work hours flexible so as to permit adequate rest, leisure time, and quality family time?
8.	DIGNITY	<u>Full-time Work for Those Who Need It:</u> When used, are part-time, temporary, or contract positions (including outsourcing) used to advance the mission and values of the ministry?
9.	DIGNITY EXCELLENCE	<u>A Voice for All:</u> Do workers have avenues for meaningful input into decisions affecting the workplace? Are they involved and engaged in the communications process?
10.	DIGNITY EXCELLENCE	<u>Effective Communications:</u> Does the ministry practice clear and impactful communications that reach all levels and cultures in the organization?