

# STRIKE AUTHORIZATION VOTE

In light of Sodexo's refusal to settle a fair contract, our bargaining team recommends we vote to authorize them to call a strike if and when necessary.

**STRIKE VOTE**  
Tuesday, January 19  
Noon to 6 p.m.  
in the cafeteria

NUHW Sodexo members met with management on January 11 and 12 to continue bargaining and closing the gap on our differences. Almost immediately Sodexo management made it clear: **No reasonable settlement offer will be forthcoming from Sodexo management.**

Instead, Sodexo proposed a 7.5% increase over three years — “a slap in the face,” steward Judy Oliva called it.

The union proposed that Sodexo make an honest effort to provide an accessible healthcare option for employees. Currently, a Sodexo worker who opts into the Sodexo Family health plan will pay a premium share cost of \$5,639 a year for a family of three or more. This is outrageous. How are workers to remain healthy and pay for doctor visits when opting into Sodexo's health plan qualifies them for public assistance and/or food subsidy (SNAP)?

We reach a tentative agreement with Sodexo on just one article: additional hours. Volunteers and in-house employees will be used first for overtime and additional time, using a sign-up sheet. Contract staff or registry will be used only as a last resort.



## UNRESOLVED ISSUES

### New Reclassification

Gives part-time workers full-time status after working 90 days or more at full time.

### Article 22: Wages

Management proposed a 2.25% raise for the first year and a total compensation proposal of 7.5% over three years. The union will make a counterproposal.

### Article 25: Holidays

Waiting for a response from management.

### Article 26: Vacations

Waiting for a response from management.

### Article 27: Sick leave

The union's Jan. 12 proposal makes clear that a new state law took effect last October and references the additional family rights.

### Article 29: Benefits

The union proposal says one option must be 100% paid by the employer. Waiting for a response from management.

### No strike/no lockout article

Waiting for a management to put their response in writing.

### Appendix A: Wage scales, benefits

The union will make a counterproposal.

*For additional information, please contact a Bargaining Committee member or NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.*

