

What is St. Joseph NOT telling us about their contract proposals?

St. Joseph management recently put out a bargaining update about their proposed wage increases — but they did not mention their proposals on health insurance and other benefits. Let's review their ENTIRE economic package and compare it to the economic package our committee has proposed.

	OUR PROPOSAL	MANAGEMENT'S PROPOSAL
Wages	24% wage increase over 3 years — catches us up with Sutter Santa Rosa.	7% wage increase over 3 years — keeps us dead last in pay among Santa Rosa hospitals.
Health Insurance	We can accept the new insurance plan if our monthly premium costs stay the same as they were in 2015.	New EPO/PPO plans with premiums that increase up to 175% or as much as \$1,284 per year for a family. The new plans come with higher co-pays for common services like physician visits.
PTO	No changes to our PTO!	All employees would lose between two and five DAYS of PTO per year, with a lower PTO cap.
Disability Reserve	No changes to our Disability Reserve!	Management wants to completely end the Disability Reserve and Long Term Sick programs and take all your hours away. They want to replace DR with a short-term insurance plan that workers have to pay \$11.70-\$32.60 per pay period to get. Their proposed insurance also doesn't replace 100% wages and comes with as low as a 12-week limit.
Retiree Medical	Keep the benefit as is — between \$11,000 and \$21,000 for medical expenses upon retirement for qualified employees.	Eliminate the retiree medical benefit with no replacement.
401(a) Retirement Fund	Leave the matching alone.	Eliminate the top two tiers of 9% and 10% matching for experienced employees.

