

ST. JOSEPH ISN'T TELLING THE TRUTH ABOUT THEIR PROPOSED TAKEAWAYS

ST. JOSEPH WANTS TO:

Eliminate our Disability Reserve, which is worth a total of **\$2.8 million.**

They want to reduce PTO, costing us about **\$750,000** over the life of the contract.

Reduce retirement contributions for experienced employees, cutting **\$170,000** over three years.

Charge us as much as **176% more** in premiums to keep our current PPO.

Cut and not replace our retiree medical, costing each qualified retiree **\$11,000 – \$21,000** in benefits!

While they are claiming they have to “maintain the health of the organization,” when we asked them to explain these cuts, they said our benefits were “too rich.”

St. Joseph has made about **\$250 million in profit** in Sonoma County since 2009. Their profit margin over the past year or so is nearly **five times the average** for Sonoma County hospitals, making St. Joseph by far **the most profitable hospital company in Sonoma County.**

Yet St. Joseph's local competitors provide higher wages and better health insurance benefits, including full family medical premium coverage.

SO WHAT DOES IT ALL MEAN?

St. Joseph is proposing **\$5.1 million worth of cuts** for benefitted employees over the life of the contract (including staying on the PPO).

That is equivalent to about \$3,200 per person per year in takeaways.

If that wasn't enough, St. Joseph also refuses to be held accountable for its systemic and consistent understaffing.

The St. Joseph plan: cut our benefits, keep our pay below our competitors, refuse to staff adequately, and then wonder why our Patient Experience Scores aren't great.

IT'S TIME TO STAND UP TO ST. JOSEPH

WHAT WOULD ST. JOSEPH'S TAKEAWAYS MEAN FOR ME?

Employee with 0-4 years experience	Employee with 14 years experience	Employee with 25 years experience
PTO Lose two days per year	PTO Stay at 280 hours/yr - never get the extra four days of PTO that 15-year employees get now	PTO No change
DISABILITY RESERVE Pay up to \$350 per year for disability insurance instead of accruing Disability Reserve at no cost to the employee	DISABILITY RESERVE Lose up to 480 hours of DR and be forced to pay an average of \$350 a year for replacement insurance	DISABILITY RESERVE Lose up to 480 hours of DR and be forced to pay an average of \$350 a year for replacement insurance
MEDICAL Either be forced to use only St. Joseph facilities or pay an average of 1.8% more of your paycheck for medical	MEDICAL Either be forced to use only St. Joseph facilities or pay an average of 1.8% more of your paycheck to medical	MEDICAL Either be forced to use only St. Joseph facilities or pay an average of 1.8% more of your paycheck to medical
RETIREMENT No change for the life of the contract	RETIREMENT No change for the life of the contract	RETIREMENT Immediately lose 1% of your income being contributed to the 401(a), and never get the 30-year increase of an extra 1%
RETIREE MEDICAL (eligible after 10 years) No retiree medical program	RETIREE MEDICAL (eligible after 10 years) Lose between \$11,000-\$21,000 for qualified employees; no replacement program	RETIREE MEDICAL (eligible after 10 years) Lose between \$11,000-\$21,000 for qualified employees; no replacement program

WHAT'S THE BOTTOM LINE?

Under the employer proposal, up to 100 of the 650 union members at Santa Rosa would see no raise at all in the first year of the contract. Over three years, as many as 34 of our coworkers would get no raise. At the same time, experienced workers could lose as much as \$30,000 in benefit takeaways and increased medical premiums.

THIS IS UNACCEPTABLE.