

TENTATIVE AGREEMENT REACHED

OUR BARGAINING COMMITTEE UNANIMOUSLY RECOMMENDS A YES VOTE

After about one year of difficult negotiations, our bargaining committee has reached a tentative agreement with St. Joseph to integrate both 121 Sotoyome and 990 Sonoma workers into the main hospital contract.

Here are the main points:

- All of the terms of the main union contract will apply to us except where we negotiated something different.
- Workers who choose to accept weekend work, floating, and call (where call exists) will be placed on the hospital wage scale. Workers who choose not to accept those things will be placed on an outpatient wage scale with slightly lower wages. After making our choice, we have six months to make a one-time switch to the other wage scale and responsibilities.
- Workers who are already at or above the outpatient or hospital wage scales will not see an immediate pay increase but will get bonuses instead. (Specific wage information for each person will be available at the ratification vote.)
- Wage increases will be effective the first full pay period after ratification.
- Prior to opening our facility on holidays, St. Joseph will try and send work to the hospital. If we open on holidays, shifts will be filled by volunteers, then by seniority by rotation.
- If we have unscheduled absences (including due to floating), we cannot be subject to coercion or negative performance reviews for failing to perform the work of our missing coworkers.
- Prior to moving our jobs to evening or weekend hours, management will try to fill those hours by posting and filling positions.
- We have some seniority rights dating back to our original hire dates in the facility, not just when St. Joseph took over.

RATIFICATION VOTE DETAILS

What

A vote to approve the tentative agreement as ratified by the bargaining committee and join NUHW as members.

When

Thursday, March 30, from 11 a.m. to 3 p.m.

Where

Urology Office area
– upstairs at 121 Sotoyome.

Who

All NUHW-represented employees at 121 Sotoyome and 990 Sonoma.

Copies of the tentative agreement, the hospital contract, and all applicable wages will be available at the ratification vote.

For additional information, please contact a Bargaining Committee member or NUHW Organizers Luisa Acosta (habla español) at (707) 890-2525 or lacosta@nuhw.org or Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.



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