



Management Proposes Takeaways

In the last 2 bargaining sessions management has proposed changes that would be **takeaways to our current contract**. Here is what management has proposed:

1) Takeaways to our reclassification process:

Management wants to make it significantly harder for per diem and part time employees to reclassify by placing restrictions on what hours will count toward reclassification. This is a benefit that we won big improvements to in our last contract. We will not go backwards.

2) Takeaways to our PTO:

Management wants to establish a hard cap on our PTO at 320 hours. This means we will not accumulate any PTO over 320 hours. Under this proposal management will no longer cash out PTO over 320 hours every 6 months.

When management proposed these takeaway our bargaining team in a clear and direct way told management that **we will not be going backward in any part of our contract and rejected their proposals**.



“We must protect our reclassification and our PTO. CPMC can afford to agree to a good contract with no takeaways.”

Herbert Cruz,
EVS Pac Campus

Questions? Talk to a Bargaining Team Member or call NUHW Representatives Hugh Lucas at (415) 216-6680 or Colleen Fewer at (415) 515-5238.