

RICHMOND AREA MULTI-SERVICES BARGAINING UPDATE

April 20, 2018



On Wednesday April 18, your Bargaining Team members Hazel Wing Man Wan, Lisa Windes, Raul Yopez, Jules Osborne, Sasha Zinchenko, and Laura Hahn continued contract negotiations with management. We also organized our first solidarity sticker day across departments! In the ten days since our last meeting, management had time to review our contract and write some counter-proposals.

We are happy to report we reached two tentative agreements, on the language of the preamble to the contract and the union's access to posting information on bulletin boards at all worksites. These admittedly minor agreements are the first small steps in negotiating the gains we need and deserve! And remember, all agreements are tentative until the entire membership votes on whether or not to ratify our contract.

Management's counter-proposals again made reference to the employee handbook, and not our draft contract. Management also continued to express concerns about taking disputes to arbitration. We reiterated our commitment to draft fair workplace rules and persisted in stressing the importance of being able to bring in a neutral third party to enforce the contract if the need arises (which, of course, we hope it never does!)

We also began discussions on recognition (which employees are union members), equal opportunity employment, new employee notice and procedure, and employment status. Management asked to make a financial presentation at our next meeting, and we concluded by setting our next four bargaining dates.

"I was excited going into the meeting, and after being a part of our first tentative agreements, I'm even more motivated to take part in the bargaining process!

If you're able to make any of the upcoming meetings, I highly recommend it! Let your bargaining team member know which date you can come!

—*Laura Hahn*
Wellness Centers Program

**Next Bargaining Session:
Wednesday May 2, 10 a.m. to 4 p.m.
Additional Sessions:
May 17, June 6, June 21**



NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, contact NUHW Organizer
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