

# JANUS OF SANTA CRUZ BARGAINING UPDATE

MAY 24, 2018

After several bargaining sessions with management our rank-and-file NUHW bargaining committee has reached several tentative agreements, which ultimately will be subject to a vote of all the members at Janus. These agreements include:

## **Courteous and Responsible Relationship Goals**

Language that sets the standard for how managers and workers can interact with each other in a respectful manner.

## **Non-Discrimination**

This is a provision that guarantees that the employer will treat employees the same regardless of race, color, religion, creed, national origin, ancestry, gender, gender identification, sexual orientation, age, physical or mental disabilities, political affiliation, marital status, medical condition, veteran status or membership in the union.

## **Union Representatives, Stewards, Bulletin Boards**

This language gives rights of access to the facility for union representatives, sets forth the right of stewards to represent their co-workers without loss of pay, and provides for bulletin boards for union notices. Included in the language is a provision to train stewards (no loss of pay) and managers on the correct interpretation of the contract. Also, it allows for bargaining committee members to attend negotiations without loss in pay.

## **Labor-Management Committee**

Janus workers and management will meet on a monthly basis to work our work issues.

## **Other items agreed to**

Bereavement Leave, Confidentiality of Records, Conformity to Law, and No Lockouts or Strikes while the contract is in place.

We made a proposal regarding wages that attempts to address the low wages that have caused turnover of employees, affecting employee morale and patient care.

**NEXT BARGAINING SESSION**  
**THURSDAY, MAY 31 • 10 A.M.**  
**In the boardroom at Janus Main**  
**(200 7th Ave., Santa Cruz)**  
**Everyone is invited and encouraged to attend**



NATIONAL UNION OF  
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer  
Justin Palmer at (215) 620-3109 or [jpalmer@nuhw.org](mailto:jpalmer@nuhw.org).*