

OUR UNION PROTECTIONS UNDER VERITY'S BANKRUPTCY

Verity Health System declaring Chapter 11 Bankruptcy is alarming news, but we are not losing our union protections.

Verity can't make changes to our collective bargaining without first negotiating with us. If we engage in talks that are unproductive, only then could Verity request a bankruptcy judge to intervene. Otherwise:

- **Our retirement plan remains the same.**
- **Our pay structure and schedule remain the same.**
- **Our PTO/ESL remain the same.**
- **Every word and every provision of our union contract remain in effect.**

Verity has not indicated it intends to try to revamp union contracts. We will hold CEO Rich Adcock to the statement he issued today:

"Our employees are vital to the success of our system. The protection and funding provided under Chapter 11 ensure that our employees will continue to be paid and receive health benefits. We will make retirement payment contributions and payment to retirees should be uninterrupted."

Also, Verity says its bankruptcy may set the stage for a sale of its facilities. Our contract clearly states that any buyer would have to abide by its provisions.

We have already been meeting with the California Attorney General's office to demand strong oversight of Verity and ensure that it lives up to its obligations set forth when it purchased Seton from Daughters of Charity.

Our lawyers and researchers are exploring the best strategy for protecting members, and we are also working with community and political allies determined to protect patients and workers in our community.

We must stick together and show our strength during this uncertain period.

While Verity can't make unilateral changes to our contract, our unity and vigilance matter more than ever. We must be ready to protect staffing levels and other workplace standards that are not mentioned in our contract, but are still vital to providing quality patient care and good working conditions for healthcare workers.

Our hospitals provide high quality medical care to the people of San Mateo County. And we are top notch caregivers, who will stand together to protect our patients and each other during this moment of uncertainty.

**MEETING TO DISCUSS BANKRUPTCY
3 TO 4 P.M., MONDAY SEPT. 3
MAHONEY AUDITORIUM
DISCUSSION LED BY ORGANIZER JOHN AVALOS**



NATIONAL UNION OF
HEALTHCARE WORKERS

*For more information, contact NUHW Organizer
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