

MARIN GENERAL HOSPITAL BARGAINING UPDATE

October 25, 2018



Management proposes paltry raises and steep premium increases for health plan.

It's now clear that management has no intention of settling a fair contract. After months of steady progress, they've shown their true colors with their economic proposal summarized below:

Health insurance: You would have to pay hundreds of dollars a month to keep your PPO plan under management's proposal. Or you could switch to a far less comprehensive HMO plan that will be free ONLY IF you participate in Marin General's Wellness Program.

Raises:

- Year 1: No across-the-board raise (New wage scales would give most of us wages of less than 2 percent. Several of us would get less than 1 percent)
- Year 2: 2 percent across-the-board raise
- Year 3: 2 percent across-the-board raise
- Year 4: 2 percent across-the-board raise

Clearly, 2 percent raises don't even begin to cover our increasing costs. We work hard for this hospital, and we deserve real respect. And we're already having trouble recruiting and retaining quality staff. This proposal would only make that problem even worse.

Last Tuesday, we showed our commitment to winning a fair contract offer by wearing stickers that called out management for its insulting proposal (See right). Keep in touch with your bargaining team members to stay updated for more collective actions.



Management has stated clearly that they intend to bring this healthcare cut to ALL employees at Marin General Hospital, including those in other unions and those who have no union.

So we are leading the fight. If we accept these cuts, it will be much harder for our coworkers in other unions to fight management when they get to the bargaining table. We are the tip of the spear in this fight, and we will be reaching out to our co-workers for support and solidarity.

Let's welcome 13 Cardiac Sonographers who recently joined NUHW. They have been rolled right into our contract negotiations, increasing our collective strength at the bargaining table.

OUR NEXT BARGAINING SESSIONS ARE OCT. 29 AT THE LARKSPUR ROOM AND NOV. 1 (LOCATION TBD) UNION MEMBERS MEET AT 4 P.M. AND THE BARGAINING BEGINS AT 5.