



# NUHW NEWS AND VIEWS

Seton Medical Center — Seton Coastside

DECEMBER 2018/  
JANUARY 2019

## TIMELINE OF 2019 CONTRACT CAMPAIGN

We are on high alert, organized to protect our current contract and push for higher wages and stronger protections.

### BEFORE BARGAINING

In the coming weeks, NUHW organizer John Avalos will schedule meetings with all departments to discuss the campaign, collect member input on bargaining goals, and identify leaders to bargain the new contract. We will also identify leaders who will keep members in their departments updated on the bargaining process and solicit member input on decisions.

### DURING BARGAINING

We will use a rapid response communication system during bargaining to update membership and bargaining committee members on changes to the contract and agree on key decisions.

### RATIFYING A NEW AGREEMENT

Finally, after negotiating our new collective bargaining agreement, all union members will have the opportunity to vote on ratifying the contract or calling for stronger provisions.

### WE ARE THE UNION

We will succeed if everyone gets involved in the contract campaign. Some may have more time than others, but we all have time at work to build our power, encouraging our union brothers and sisters to pay attention and take part as needed.

## NEW YEAR, NEW CONTRACT AT SETON

While we may be uncertain about who will operate Seton Medical Center (SMC) and Seton Coastside (SCC) in 2019, we do know one thing for sure: Our current union contract will expire on October 31. That means we will be bargaining a new contract next year.

With the expected sale of our workplace facilities, we can very well expect to be sitting across the bargaining table from a new employer next year. If we want a stronger contract with better working conditions, increased pay, and affordable, high-quality benefits, then we must be well-prepared.

**Successor language:** While the sale of Seton facilities is expected, our collective bargaining agreement (page 63) protects us in the event of a change in ownership. Not only must Seton notify the union at least 90 days prior to any ownership change, all the obligations of our collective bargaining agreement will be binding for the union and any new employer.

**Timeline of contract campaign:** Our contract will go through various phases before, during, and after bargaining. See the sidebar at left for more information.

## MEETING WITH VERITY CEO RICH ADCOCK

On December 11, NUHW representatives, including Amiame Fanaika, CNA at Seton Medical Center, met with Verity Health System (VHS) CEO Rich Adcock. We received an update on bankruptcy proceedings and discussed how our collective bargaining agreement – the union contract — could be affected in the event of a sale to a new employer.

The bankruptcy court tentatively approved Santa Clara County's bid to purchase O'Connor Hospital and St. Louise Hospital, VHS's hospitals in Santa Clara County. This leaves four VHS hospitals — SMC and SCC in San Mateo County, and two in Los Angeles County.

According to Adcock, VHS's preference is to keep the four hospitals together in the next sale. He says there is serious interest in the hospitals, and we should expect official public bids on the sale of the four remaining hospitals — together or separately — within the next 60 days, probably by mid-February. San Mateo County officials are also seeing continued interest from potential bidders, which further boosts our optimism.

It is important to know that the next buyer cannot make unilateral changes to the collective bargaining agreement. Any sale would have to include the transfer of the union contract to the new employer. We are committed to ensuring that SMC and SCC remain open, and our union contract remains intact.

As a sale approaches, the bankruptcy process allows NUHW to review and negotiate any contract changes before the sale. However, it is important to know that the federal bankruptcy court has final say over the contract at the time of transfer to the new employer.



*If have questions or are interested in taking on a leadership role, contact John Avalos at (415) 359-8367 or [javalos@nuhw.org](mailto:javalos@nuhw.org).*