

QUEEN OF THE VALLEY MEDICAL CENTER BARGAINING UPDATE

JANUARY 14, 2019



Contract negotiations resumed Monday, and next negotiations will be Tuesday, January 22 and 23. We had excellent turnout, with 20 committee members in attendance. We discussed three major issues: **Article 12, Scheduling; Article 18, Flexing; and Article 19, Layoffs.**

We presented a counter-proposal on scheduling. The parties are close to agreement on this article, but we remain at odds on Queen's guarantee of every other weekend off for regular full- and part-time employees.

We await management's response.

On flexing, the parties remain far apart. Management will not cap the number of call-offs for NUHW members. We made it clear that the current flexing practice is not working.

Management presented a counter-proposal on layoffs. that called for layoffs by shifts. This means that an employee who has worked at the hospital for several years on the day shift could be laid off before a new employee on the evening shift. We must stand up and fight the employer on this proposal.

“Clear and consistent policies on flexing and scheduling are needed to ensure that shifts are adequately staffed and employees are able to count on consistent hours.

The current proposals for flexing and scheduling help move Queen employees toward clearer and more balanced scheduling practices.”

**Herminia Pedeglorio, CNA
20 years at Queen**