

# ST. JOSEPH & REDWOOD MEMORIAL HOSPITALS BARGAINING UPDATE

APRIL 17, 2019



Several NUHW members attended the first rounds of bargaining sessions March 20-22 and April 8-9. The hospital was represented by PSJ attorney Gina Davito, PSJ HR manager Amy Dinsmore, and several middle managers.

During the first days, NUHW and the hospital reached tentative, “no change” agreements on Articles 1-3, 4, 6-10, 13, 18, 26, 29, 30-33, 35, and Appendix H. After several discussions, we tentatively agreed to changes to Articles 12 (New Hires), 17 (Floating), 28 (Discipline and Discharge), and 34 (Savings Clause). For a copy of the current contract or changes to the Articles, please contact NUHW organizer Renée Saucedo.

Currently, NUHW is proposing changes to the remaining “non-economic” articles: Articles 5 (Managements Rights), 11 (Categories of Employees), 15 (Scheduling), 16 (Hours of Work), 20 (Layoff & Recall), and 27 (Subcontracting). These changes reflect hospital best practices and will benefit the patient, caregiver and hospital.

For example, under Article 15 (Scheduling), NUHW is proposing that employees who are scheduled to be off on holidays shall have the option of selecting PTO or excused, non-paid time off. Under Article 20 (Layoff & Recall), NUHW is proposing that NUHW and the hospital be required to negotiate until agreement is reached around planned layoffs.

Once we enter into tentative agreements on the non-economic Articles, we will begin negotiating around the economic ones: Articles 14 (Compensation), 21 (Health and Welfare Program), 22 (PTO), 23 (Retirement), 24 (Disability Reserve and Medical Retiree Health), and 25 (Educational Opportunities).

Throughout Bargaining, NUHW will continue to prioritize the themes you deemed most important: Adequate staffing, higher wages, more PTO, and a decision-making voice in discipline and layoffs.

## NEXT BARGAINING SESSIONS

**May 7 and 8: 8:30 a.m. to 5 p.m.**  
**Redwood Memorial Hospital**

Renner Room, Admin Buidling, 1600 Renner Dr., Fortuna

**May 28: 8:30 a.m. to 5 p.m.**  
**General Hospital Campus**

Burre Room (Top Floor), 2200 Harrison Ave., Eureka

**May 29: 9 a.m to 5 p.m.**  
**St. Joseph Hospital Campus**

Conference Room 2 & 3, 2700 Dolbeer St., Eureka

All NUHW members are welcome and encouraged to attend bargaining!

Please remember that you can use PTO to attend bargaining. If you are working those days, feel free to come by during your breaks.