

ST. JOSEPH & REDWOOD MEMORIAL HOSPITALS BARGAINING UPDATE

MAY 14, 2019

We continued bargaining our second contract on May 7 and 8. We continue to advocate powerfully on issues important to members, including adequate staffing, higher wages and PTO, restrictions on mandatory flexing and on-call practices, and a voice in important decisions like layoffs and scheduling. Many thanks to our bargaining team members who have volunteered their time and worked hard to achieve a fair contract.

We did see a few small wins on **Article 15-Scheduling**. Under new language, department managers must respond to PTO requests within 14 days, and PTO approvals will be posted with the dates the PTO was requested. This new process will ensure fairness and prevent favoritism.

Most of our time in bargaining was spent on **Article 15-Scheduling**. We maintained that employees should not have to find their own replacements when taking time off, which the hospital currently requires unless the employee is ill. We also advocated for employees to be able to consider actual and *projected* PTO when requesting time off, and argued that management should not be able to revoke PTO once it's been approved.

Our three proposals would have ensured a fair and transparent process for PTO, but the hospital has rejected all of them. It is clear that management wants total control over scheduling of PTO. The right to take well-deserved time off — and plan one's life — is a basic, workers' right. We will not continue to bear the burden of the hospital's chronic under-staffing!

At our next Bargaining sessions, scheduled for May 28 and 29, we plan to give the hospital a



statement about our commitment to winning our stated goals on our bargaining platform, standing with our coworkers at other PSH hospitals statewide, and a presentation on the impacts of ongoing, chronic under-staffing and the lay-offs. These two dates will be extremely important, and we urge you and your co-workers to attend. Please remember that you can use PTO to attend bargaining. If you are working those days, feel free to come by during your breaks.

NEXT BARGAINING SESSIONS

Tuesday, May 28: 8:30 A.M. to 5 P.M.
General Hospital Campus
Burre Room (Top Floor)
2200 Harrison Avenue, Eureka

May 29: 9 A.M. to 5 P.M.
St. Joseph Hospital Campus
Conference Rooms 2 & 3
2700 Dolbeer Street, Eureka

Please note: Times are subject to change.
Join us at the next union planning meeting:
Friday, June 21: 5:30 P.M. to 8 P.M.
St. Joseph Eureka, Conference Room 1