

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE
AUGUST 14, 2019



STANDING TOGETHER FOR SAFE STAFFING

Our members packed the room at our most recent bargaining sessions to stand up for fair staffing and protest management takeaways.

We proposed **Subcontracting** language that would ensure the hospital could not subcontract without our consent and that no subcontracting would impact any bargaining unit position.

We're ready to protect our jobs from greedy attempts to outsource our work so patients can rely on consistent care from experienced staff.

During bargaining, management proposed changes to **Floating** and **Categories of Employees** that would:

- Allow management to float employees an unlimited number of times in one shift
- Require Relief Employees to submit their availability 25 days in advance of schedule postings, as opposed to the current practice of submitting availability 14 days in advance

Lifting the cap on floating will only lead to more instability, taking away valuable time we need to properly care for our patients.

Our patients deserve consistent care and proper staffing to reduce the need for floating.

**RELIEF
EMPLOYEES &
SCHEDULERS:
WE NEED YOUR
INPUT!**

What do you think is an appropriate amount of time to submit your availability to management?

**JOIN US AT
OUR NEXT
BARGAINING
SESSION!**

Friday, August 23
10 A.M.
1111 Sonoma Ave.
Santa Rosa

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer
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