

BARGAINING UPDATE

AUGUST 26, 2019

We met with lawyers representing KPC for the third time on Saturday, August 24.

KPC hiring process

We shared our concerns about KPC's hiring process for current Seton-Verity employees. We made it clear that we should not have to reapply for our jobs; rather, KPC should have a streamlined process to enter current Seton-Verity employees into its administrative and payroll systems. KPC did not respond other than to say that details would be provided soon. KPC's lawyers said they would reiterate our position when they discuss our counter proposal to KPC.

Most KPC take-aways withdrawn

KPC withdrew most of the takeaways in their proposal. They withdrew their changes to PTO accrual and use, and proposed a new process for cashing out PTO over their proposed 400 cap. KPC will share examples this week of how the process would work, and the bargaining committee will review the process with workers in their departments

Health and retirement plans

KPC has not budged on health and retirement plans. They have not come down on the cost of premiums and copays. They are still proposing that Seton workers receive medical care at Seton, but have not offered how workers will get routine medical care that is not available at Seton. They also object to our transportation exception for traveling more than 35 miles and/or over a bridge for medical care. Unless we have the same health plan coverage/cost guarantees provided by the current EPO health

plan, the settlement of any contract will be very difficult.

KPC is also pushing for severe reductions in our retirement benefits and wants to eliminate the cash out of one half of employees' ESL hours for retirees over the age of 55.

Next steps

KPC's lawyers acknowledged our concerns and said that they'd get back to us later this week to schedule further negotiations.

Sign the petition to the Attorney General

In preparation for the upcoming hearings, we are circulating a yellow petition calling on the Attorney General to set strong conditions to safeguard and enhance hospital services, patient care, and our job security and working conditions for years to come. Add your name to show that we are united to protect our hospital.

Attend the Attorney General hearings

Workers from the PM and NOC shifts will be making a concerted effort to attend the Attorney General hearings this Thursday and Friday. Seton stewards and bargaining committee members have been released to take part, and we are pushing for a large turnout from the entire membership. Come out and fight for patient care and a renewal of Seton Medical Center and Seton Coastside.

Thursday, August 29, at 10 A.M.

**Colma Community Center
1520 Hillside Blvd., Colma**

Friday, August 30, at 10 A.M.

**Mavericks Event Center
107 Broadway, Half Moon Bay**