

ST. JOSEPH & REDWOOD MEMORIAL HOSPITALS BARGAINING UPDATE

AUGUST 30, 2019

We had bargaining on August 20 and 21. NUHW made several reasonable proposals, but the hospital's counter-proposals were insulting:

NUHW	HOSPITAL
A 7 percent increase to all bargaining unit members' base rate of pay;	A 1.25 percent increase to all bargaining unit members' base rate of pay;
A 7 percent increase after one year;	A 1.25 percent increase after one year;
A 7 percent increase after two years;	A 1.25 percent increase after two years;
All bargaining unit members, not just some classifications, should receive extra shift pay;	Only certain classifications would receive extra shift pay;
100 percent premium cost healthcare coverage;	The same health premiums as non-union members;
Increases of PTO;	Decrease of PTO time (up to 40 hrs/yr) for longer-term employees;
Minimum staffing ratios for certain jobs, like Nursing Assistants and Monitor Techs.	No staffing level requirements;
Employees placed on-call will receive an on-call rate of 30 percent of their base rate of pay, or \$15/hour, whichever is higher.	Employees placed on-call will receive an on-call rate of \$10/hour (which would be below the legal minimum wage).

We did make some gains, including at least 10 hours of rest between shifts and a 2-shift per pay period cap to mandatory call-offs.

Moving forward, we're going to fight for fair and dignified wages, benefits and workplace conditions!

The August 22 Informational Picket was a good start in doing that! Together with hundreds of NUHW members at other Providence hospitals, community members, elected officials, and patients, you sent the message that we are ready to fight for fair contracts that guarantee safe staffing!

WHAT WE MUST DO NOW

Attend bargaining sessions! The next ones are scheduled for Tuesday and Wednesday, September 18, Burre Room, General Hospital.

Communicate with your Steward or Bargaining Committee representative. Stay informed about what is happening in our bargaining campaign and activities in which you can participate!

