

SANTA ROSA MEMORIAL HOSPITAL  
**BARGAINING UPDATE**  
SEPTEMBER 18, 2019



## WINNING STRONG LANGUAGE TO PROTECT OUR JOBS

Last week, we successfully pushed management to accept our language and reached agreement on two articles:

**Article 11 - Introductory Period:** Management must check-in with new hires three months into their introductory period, giving employees more opportunity to improve their performance as necessary.

**Article 34 - Labor Management Advisory Committee (LMAC):** While we weren't able to get management to agree to meet monthly, we pushed back and won language that key managers will be present at these meetings upon request so we can reach resolutions faster. We also got management to agree to a 120-day period to reach resolutions, so we can actually solve ongoing issues without their dragging on.

Management proposed language on **Hours of Work and Overtime** that would change how day divides are handled and could impact if we are eligible for overtime, when we are eligible, and how much overtime we can we can receive.

**We know Providence St. Joseph is set on their greedy agenda of takeaways and cutbacks. Winning fair pay and preventing takeaways on our healthcare, retirement, and PTO will require all of us to fight for what we deserve.**

**Join us at bargaining and connect with our Bargaining Team on other ways to stay involved!**

### NEXT BARGAINING DATES

Thursday, October 10  
Friday, October 11  
Thursday, October 17  
Friday, October 18

All sessions meet  
10 A.M. to 3 P.M. at  
1111 Sonoma Avenue

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

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