

NUHW RATIFIES PROPOSED CONTRACT WITH KPC-SGM

After two days of voting at Seton Medical Center and Seton Coastside, NUHW members voted overwhelmingly — 96 percent to 4 percent — to ratify the proposed contract between NUHW and KPC-Strategic Global Management.

KPC-SGM's final purchase is still pending the California Attorney General's approval and conditions on the sale, and the ultimate approval of the bankruptcy court. In the next two weeks, we expect to get additional information on the final sale and the timeline for transfer of ownership. Assuming the sale goes through as planned, KPC-SGM should begin operations in late October or early November.

The proposed one-year contract means that we have union protections in place when KPC-SGM begins operations. The proposed contract includes most of the provisions of the current contract with Verity, and

- honors seniority,
- maintains workers' accruals of unused PTO and ESL, and
- increases salaries by 2 percent.

Our bargaining committee fought to protect health plan access to a broader network of providers for those needing specialty care and/or care closer to home. While we negotiated a better plan than any other union achieved, we did not achieve all that we wanted. For this reason, we negotiated a one-year contract so we can fight for improved benefits next year.

For retirement, KPC-SGM only offered what they have for workers at their facilities in southern California. Again, we will fight for improvements in the coming year.

Next steps

If the KPC-SGM agrees to finalize their purchase and the bankruptcy court approves the sale, KPC-SGM will begin its hiring process. KPC will hire substantially all of the current employees at Seton Medical Center and Seton Coastside. During bargaining they outlined the process to us as follows:

- KPC will hold a forum to discuss details of the process.
- KPC will post all classifications and the total number of FTEs in each classification that will continue at SMC/SCC.
- Workers will claim their current positions in their classification at shifts, hours, and days off that they currently have.
- KPC will set up an application portal for people to fill out their application forms.
- Workers will not be required to provide resumes or interview for the current positions.
- The online application portal will be open for ten days. On the tenth day, KPC will run a program to assign all continuing positions in order of seniority until all positions are filled.

We would not have gotten this far without the hard work of our bargaining committee and the participation of stewards and members. Again, the sale is still pending, and nothing is a given. However, our contract ratification is a step that gives positive momentum to Seton and Seton Coastside remaining open for our community and for ourselves. Let's continue to stay active as we fight to improve our contract in the years to come.