

PETALUMA VALLEY HOSPITAL

BARGAINING UPDATE

OCTOBER 1, 2019

Last Thursday, September 26, we had contract negotiations with management. We started with a presentation around health care from a Providence St. Joseph vice president on their proposal to eliminate our PPO plan, and instead offer a Health Reimbursement Account (HRA) plan, Health Savings Account (HSA) plan, and continue to offer the PSJ EPO plan. As all the acronyms suggest, it was a pretty complicated proposal!

In short, none of their proposed plans has the same level of benefits or network as our current PPO plan. In addition to restricting out-of-network coverage and increasing deductibles, their plans would have a nearly \$70 “surcharge” every pay period for those of us who have a spouse included in our coverage.

The plans would involve an “incentive,” in the form of cash in the HRA/HSA or an EPO premium credit, which we’d only receive if we participate in PSJ’s Choose Wellness program and earn 40,000 points annually by reporting our steps, physicals, and other health information. PSJ should be making our health care more affordable and easy to access, not more expensive and complicated, with fewer options for in-network care.

Management was not prepared to present us with anything else. We are awaiting their responses on our **economic, retiree**



healthcare, organizing rights, and health and safety proposals. At our next session, we hope to conclude discussion around **scheduling**, provided management agrees to basic protections to prevent mandatory inadequate rest between shifts for those of us who take call.

We’ve been glad to have many new and familiar faces participating at bargaining during the past few sessions. If your department or shift wants a say, make sure someone is coming out! All sessions are open to all members.

For more information, please contact your steward, bargaining team member, or NUHW organizer Tyler Kissinger at (510) 883-3749 or tkissinger@nuhw.org.

**NEXT
BARGAINING
SESSION**
**October 14th
10 A.M.**

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS