

SANTA ROSA MEMORIAL HOSPITAL

BARGAINING UPDATE

OCTOBER 10-11, 2019



WINNING FAIR LANGUAGE ON LEAVES OF ABSENCE

Last week we packed the room to stand our ground for fair language on leaves of absence.

Together, we got management to back off from their initial proposal that would have severely limited which family members would be applicable for leave when they pass away.

On Friday, we reached a tentative agreement on **Article 24 - Leaves of Absence**, which includes:

- Bereavement leave of 5 days per year for an extensive list of family members, as well a specification for people who are loved ones outside your biological family.
- Management will give special consideration to employees who haven't used their bereavement leave within a reasonable amount of time to use their leave for people outside the biological family

This tentative agreement doesn't cover leave for loved ones who are terminally ill; that's why we're committed to ensuring we protect our PTO from takeaways so all employees have enough PTO for emergencies.

We have yet to reach agreement on Discipline and Discharge, Subcontracting, and Floating. With these articles, we are committed to:

- Protecting our union rights to fair representation through the disciplinary process & that disciplines aren't kept on your record for an unnecessarily long time period
- Ensuring management is accountable to us as committed and experienced employees before trying to subcontract out our work for less money
- Continuing our fight for better patient care through increased staffing to reduce the need for floating

We are close to being able to negotiate on our economics, including wages, benefits, retirement, and PTO.

We can only win what we're willing to fight for.

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

NEXT BARGAINING DATES

Thursday, October 17
Friday, October 18
10 A.M. to 3 P.M.
1111 Sonoma Avenue



NATIONAL UNION OF
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer
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