

# PETALUMA VALLEY HOSPITAL

## STRIKE VOTE AND PROPOSAL COMPARISON

We are fighting for better patient care at Petaluma Valley Hospital through safe and fair working conditions, better staffing, and an agreement that invests in us. However, even though they have money to pay their CEO \$10.5 million in a single year, executives at PVH and Providence St. Joseph haven't yet agreed to our fair demands. Instead, they're proposing takeaways and reductions to our benefits including the elimination of our PPO health plan, reductions for some of our PTO accrual rates, and incredibly low raises, all detailed on the back of this leaflet.



This is why our elected bargaining committee has called for a strike authorization vote — to show we are united for a strong and fair contract. Voting will take place in person at the PVH cafeteria on October 30 and 31. Voting shifts will be as follows:

WEDNESDAY, OCTOBER 30	THURSDAY, OCTOBER 31
6 A.M. to 8 A.M.	6 A.M. to 8 A.M.
11 A.M. to 1:30 P.M.	11 A.M. to 1:30 P.M.
2:30 P.M. to 4 P.M.	2:30 P.M. to 4 P.M.

We've been organizing for improved patient care and better working conditions for years, and now is the time for us to take collective action to win a fair contract. We are taking this step, like with our informational picket, alongside our colleagues at other hospitals throughout the Providence St. Joseph system.

**Make sure to sign up for your voting shift by speaking with a bargaining team member or NUHW organizer Tyler Kissinger.**

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer Tyler Kissinger at (510) 883-3479 or [tkissinger@nuhw.org](mailto:tkissinger@nuhw.org).

# SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE	MANAGEMENT'S LATEST PROPOSAL	OUR UNION'S LATEST PROPOSAL
<b>Wages</b>	A 1.75% raise at ratification, 1.75% on the 1st anniversary of ratification, and 1.75% on the 2nd anniversary of ratification.	A 7% raise upon ratification, 6.75% on the 1st anniversary of ratification, 6.5% on the 2nd anniversary of ratification.
<b>Health and Welfare Benefits</b>	Eliminate the PPO plan, maintain the EPO plan, introduce expensive HSA and HRA plans, all with the ability to increase our costs by 12% each year for the 3-year contract, or 36% increase over the life of the contract. Introduce a \$70 per pay period "working spouse surcharge" for those of us with spouses on our insurance.	PPO plan: retain the PPO; we would pay only the difference in cost between current premiums of the EPO and PPO plans, with no increase over the life of the contract.  EPO plan: Cover us and our dependents with no premiums, and no increase in cost over the life of the contract.
<b>PTO</b>	The hospital has proposed increasing the PTO accrual rate for employees with 3 years or less by 16 hours per year, 3-5 years of service an increase of 40 hours per year, 5-10 years remains the same at 240 hours per year, 10-15 years – reduction of 16 hours per year, 15+ years of service remains the same at 280 hours per year.	The union bargaining committee proposed an increase in PTO accruals based on years of service: <ul style="list-style-type: none"> <li>• 3-5 years: annual accrual increase of 36 hours</li> <li>• 5-10 years: annual accrual increase of 20 hours</li> <li>• 10-15 years: annual accrual increase of 16 hours</li> <li>• 15+ years: annual accrual increase of 32 hours</li> </ul>
<b>Retirement</b>	The hospital has proposed language that would give them the ability to change the terms of our retirement programs over the life of the contract.	An increase in the 401K and 401A contributions: <ul style="list-style-type: none"> <li>• 401k: would increase to a 6% match based on the employee's years of service and the amount of contribution</li> <li>• 401A: would max out with 11% contribution at 20+ years of service</li> </ul>
<b>Education</b>	Leave as is in the current contract	Leave as is in the current contract