

SANTA ROSA MEMORIAL HOSPITAL

# BARGAINING UPDATE

OCTOBER 17-18, 2019



## NEXT BARGAINING SESSIONS

Thursdays,  
November 7, 14, 21  
10 A.M. to 3 P.M.  
Location TBD

We showed up to represent our coworkers across the hospital to defend against unnecessary takeaways and to proudly propose our economic package.

On Thursday, we had robust discussion about management's proposals on **Discipline and Discharge**, **Scheduling**, and **Hours of Work & Overtime**. Management proposed:

- extending the time a final written warning could be used for future disciplinary actions to 18 months, and reducing the amount of time employees can find representation for fact-finding meetings
- rejecting our proposal for employees working 12-hour shifts to work every third weekend.
- creating day divides that could negatively impact overtime eligibility hours

At the end of the day, Chris Scanlan, Providence St. Joseph's lawyer, expressed that they felt we had moved backwards. **We feel that management is moving backwards by proposing takeaways and unnecessary changes to our working conditions!**

On Friday, we stood together and presented an economic package that includes improvements in:

- Wages: 7% increases for every year of the life of the contract and increased longevity steps so that

we can keep up with the cost of living in Sonoma County

- Health and welfare benefits: retaining the PO and an EPO that covers employees and our dependents, with no increases over the life of the contract
- PTO: increased PTO accrual rates depending on your years of service
- Retirement: Increases in the 401K and 401A contributions

Chuck Desepte, Angiocardiology Tech, spoke out about the need for reliable health benefits, stating, **"We're healthcare workers. We see and work with sick people every day. We deserve to be healthy, too."**

We know that Providence St. Joseph is set on putting profits over patients based on what they've proposed to our NUHW counterparts at Petaluma Valley, Queen of the Valley, and Eureka/Redwood.

We're committed to standing with all our NUHW members across Providence St. Joseph to win a fair contract that includes fair wages, health benefits, and improvements in our PTO and retirement benefits.

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer  
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