

QUEEN OF THE VALLEY BARGAINING UPDATE

NOVEMBER 7, 2019



Three years ago, we voted to join together and form our union. Since then, we've been met with years of outrageous stonewalling and stalling by management as we attempt to negotiate a fair contract.

This Tuesday we had contract negotiations with management. This was our first negotiating session since our overwhelming strike vote last month, when 96% of us voted to authorize a strike. We were owed responses on all outstanding articles, but only received updated proposals from management on compensation, PTO, and education. Management did not move off of their last proposals on healthcare and retirement. Some information about each article:

- **Compensation:** Management slightly increased their raises for

2 of the 3 years of the contract, from 2%/1.5%/1.5% to 2%/1.75%/2%. Those of us above the top step of their proposed wage scale would see an even smaller increase. Management's wage scale remains significantly below our the one we have proposed and is, by their own admission, below what our colleagues at Santa Rosa Memorial Hospital receive.

- **Healthcare:** Management's healthcare proposal would eliminate the PPO plan and replace it with two higher-cost plans and a reduced list of in-network providers, and they could increase the cost of all plans by 12% each year. Management calls these plan "meaningful," but all they really

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NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer
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mean is more money with fewer healthcare options for care for us and our families.

- **PTO:** Management continues to propose further reductions to our PTO. Their new proposal would only delay implementation of the reduced accrual rates, and includes a one-time “lump sum PTO award” that makes up just half of their proposed reduction.
- **Retirement:** Management did not move from their last proposal, which would result in 0 to 1% increases in retirement contributions from management for those of us who contribute at least 6% of our income to 401(k), and up to 2% decreases for those of us contributing less than 6%.
- **Education:** Management moved toward our last proposal, including \$750 in annual education funds, but is still not allowing us to roll over funds between years.

Their proposed takeaways and refusal to pay us what they pay our colleagues at Santa Rosa make lead us to ask: While our colleagues at Santa Rosa deserve what they are paid — and more — why are we worth less to

NEXT BARGAINING SESSION

Wednesday, November 13
10 A.M.

**All members are
encouraged to attend.**

Providence St. Joseph? We have been at this for three years. It is time to come to an agreement that improves our working conditions and patient care at Queen.

In response to the overwhelming result in our vote, management has sent out several messages about its position on a strike.

These messages are meant to intimidate us, but by standing together we can finally achieve a fair contract.

Stay tuned for more updates from the bargaining team very soon, including information our legal rights in the event of a strike.

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