

IT'S TIME TO STRIKE!

To win a fair contract, we are striking on Wednesday, November 20 alongside our PSJ colleagues at Queen of the Valley Hospital, Redwood Memorial Hospital, and St. Joseph Hospital in Eureka

Our PSJ co-workers at Santa Rosa Memorial Hospital are holding an informational picket the same day.

We are all united to win better patient care and improved working conditions.

We deserve fair increases to our wages, PTO, and other benefits. Management continues to propose raises of just 2%, far below the soaring cost of living in Sonoma County. They've proposed cutting back some of our PTO accrual rates and they want to eliminate our popular PPO plan, which allows us to access healthcare where many of us live, replacing it with risky and high-cost alternatives. Providence also wants the ability to reduce our retirement benefits during the contract. We, along with our patients, are entitled to breathe and work in a safe, mold free hospital, yet management outright rejected our proposal regarding a safe working environment. This is unacceptable.

We deserve a fair contract so that we can afford to live in the community we serve, take care of ourselves and our families, and provide the best quality patient care to everyone who visits our hospital.

UNFAIR LABOR PRACTICE STRIKE

STRIKE STARTS at 6:00 A.M.
Wednesday, November 20
STRIKE ENDS at 6:00 A.M.
Thursday, November 21

No one should report to work at all during these hours, regardless of your shift.

A strike notice will be sent to the management so that they are aware that no one will be at work during this 24-hour period.

Join us on the strike line from 6 A.M. to 6 P.M. at 400 North McDowell Boulevard in Petaluma

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

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

SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE	MANAGEMENT'S LATEST PROPOSAL	OUR UNION'S LATEST PROPOSAL
Wages	2.0% at ratification, 2.0% at 1st anniversary of ratification and 2.0% at 2nd anniversary of ratification.	Agreed to reduce the step increases to 1%, 2% or 3% depending upon your grade and classification. 6.75% upon ratification, 6.50% on 1st anniversary of ratification, 6.25% on 2nd anniversary of ratification.
Health and Welfare Benefits	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.	<p>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.</p> <p>EPO plan: Cover us and our dependents with no premiums, and no increase in cost over the life of the contract.</p>
PTO	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.	<p>The union bargaining committee proposed an increase in PTO accruals based on years of service:</p> <ul style="list-style-type: none"> • 3-5 years: annual accrual increase of 36 hours • 5-10 years: annual accrual increase of 20 hours • 10-15 years: annual accrual increase of 16 hours • 15+ years: annual accrual increase of 32 hours
Retirement	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.	<p>An increase in the 401K and 401A contributions:</p> <ul style="list-style-type: none"> • 401k: would increase to a 6% match based on the employee's years of service and the amount of contribution • 401A: would max out with 11% contribution at 20+ years of service
Education	Leave as is in the current contract	Leave as is in the current contract