

SANTA ROSA MEMORIAL HOSPITAL  
**BARGAINING UPDATE**

NOVEMBER 15, 2019



**INFORMATIONAL  
PICKET**

**Wednesday,  
November 20**

**11 a.m. – 1 p.m.**

**Outside the  
hospital**

## **We say NO to proposed takeaways on PTO and retirement**

After yesterday's bargaining session, we're more fired up than ever to show Providence St. Joseph that we will not accept their takeaways!

### **Management ridiculous proposals on Retirement and PTO:**

- Management's retirement proposal includes increases in employer contributions to our 401(k), however the hospital will keep our earned benefits that should be paid out bi-weekly or monthly.
- They also want to retain the ability to change our benefits during the life of the contract, so that they could decrease our benefits even after we've ratified our contract.
- Management's PTO plan would increase PTO accrual for employees that have 0-10 years of service but decrease PTO accrual for employees from 10-15 years of service.
- Their proposal would also take away our ability to share PTO and the voluntary cash-out policy.

A few years ago, Providence St. Joseph implemented big cuts in our PTO.

We will not let them get away with the same divisive tactics this time.

We deserve real benefits that allow us to plan for our futures and that respect our years of dedication to our patients.

**Together, we are telling Providence St. Joseph NO to the unfair takeaways and YES to good working conditions and benefits.**

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer  
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