

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE

NOVEMBER 22, 2019



**NEXT
BARGAINING
SESSIONS**

Monday, December 9
Monday, December 16

10 A.M. – 3 P.M.

Location TBD

Our last bargaining session was scheduled to begin at 10 A.M. After keeping us waiting for three hours, management finally arrived at 1 P.M. and proposed the following on **Wages** and **Health and Welfare Benefits**:

- 1.5% yearly wage increase with no extension of longevity steps. No retroactive pay from when our contract expired to ratification, as was bargained in our last contract.
- Eliminating the PPO (Preferred Provider Organization) option that allows employees to see providers outside of the Providence St. Joseph health network.
- Replacing the PPO with an HRA (Health Reimbursement Account) and HSA (Health Savings Account) that would increase deductibles.
- Management would reserve the right to increase the out-of-pocket premium expenses for employees who choose the HRA and HSA plans up to 10%.
- Maintaining the EPO (exclusive provider organization), which includes a limited list of providers within the Providence St. Joseph health network.

It's clear that management is intent on wasting our time, asking us to accept lower wages while expecting us to pay more to stay healthy.

With hundreds of NUHW members, nurses, and community allies joining our picket line and wearing stickers to show support, we showed hospital management that we are ready to fight for a fair contract and better patient care.

**We will not back down or accept anything less than what is best for ourselves,
our coworkers, our families, and our patients.**

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

*For more information, please contact NUHW Organizer
Karissa Tom at (415) 812-2407 or ktom@nuhw.org.*

SANTA ROSA MEMORIAL HOSPITAL SIDE-BY-SIDE PROPOSAL COMPARISON

Here is what Providence St. Joseph is proposing in response to our full economic proposals:

ISSUE	OUR UNION'S INITIAL PROPOSAL	MANAGEMENT'S INITIAL PROPOSAL
Wages	<p>7% yearly wage increase, retroactive back to June 2019, when our contract expired</p> <p>Extended longevity steps up to 35 years</p> <p>3% increase between each step</p>	<p>1.5% yearly wage increase, with no retroactive wage increase</p> <p>Maintain current longevity steps that end at 21 years</p>
Health and Welfare Benefits	<p>PPO plan: Retain the PPO, the employee would pay the difference between current premiums of the EPO and PPO plans with no increase over the life of the contract</p> <p>EPO: Cover the employee and their covered dependents with no premiums with no increase over the life of the contract no increase over the life of the contract</p>	<p>Eliminate the PPO and maintain the EPO plan. Introduce the HRA and HSA plans with the ability to increase our premium costs up to 10% throughout the life of the contract</p>
PTO	<p>Increasing PTO accrual rates for all employees depending on years of service</p>	<p>Increasing PTO accrual rates for employees with 0-10 years of service, but decreasing PTO accrual rates for those with 10-15 years of service</p>
Retirement	<p>Increase in 401(k) and 401(a) contributions</p>	<p>Increase in 401(k) contributions.</p> <p>Management wants to retain the right to change the contributions to match non-union hospital employee contributions throughout the life of the contract</p>

SANTA ROSA MEMORIAL HOSPITAL

ACTUALIZACIÓN SOBRE LAS NEGOCIACIONES

18 DE NOVIEMBRE 2019



**PIQUETE
INFORMATIVO**

**MIÉRCOLES,
20 DE NOVIEMBRE**

11 A.M. - 1 P.M.

afuera del hospita

Diciendo NO a las Propuestas de reducciones de PTO y Jubilación

Después de la sesión de negociaciones de ayer, ¡estamos más determinados que nunca para demostrarle a Providence St. Joseph que no aceptaremos sus reducciones!

La administración propuso reducciones ridículas a los beneficios de **Jubilación** y **PTO**:

- La propuesta de la administración sobre los beneficios de jubilación incluye un aumento en las contribuciones del empleador al plan 401(k), sin embargo, el hospital mantendrá nuestros beneficios acumulados que deberían de ser pagados cada dos semanas o cada mes.
- También quieren mantener la habilidad de cambiar nuestros beneficios durante la vigencia del contrato para poder reducir nuestros beneficios hasta después de que hemos ratificado nuestro contrato.
- El plan de PTO de la administración aumentaría la tasa de acumulación de PTO para los empleados que tienen 0-10 años de servicio, pero reduciría la tasa de acumulación de PTO para los empleados con 10-15 años de servicio.
- Su propuesta también reduciría nuestra habilidad para compartir PTO y la política de "cash-out" voluntariamente.

Hace algunos años, Providence St. Joseph implementó reducciones significativas en nuestro PTO. **No les permitiremos que usen las mismas tácticas divisivas esta vez.** Merecemos beneficios reales que nos permiten planear para nuestros futuros y que respetan nuestros años de dedicación a nuestros pacientes.

Juntos, a Providence St. Joseph le decimos NO a las reducciones injustas y SÍ a buenas condiciones de trabajo y beneficios.

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*Para más información, contacte organizadora del NUHW
Karissa Tom a (415) 812-2407 o ktom@nuhw.org.*