

PETALUMA VALLEY HOSPITAL

BARGAINING UPDATE

DECEMBER 2, 2019



On November 26, we held our first negotiations since our powerful and historic one-day strike on November 20.

It was great to have many new members from departments across the hospital in attendance.

We presented an updated **wage scale** proposal that maintains our current, seniority-based step increases and adds new longevity steps for our most experienced members. We maintained our proposal regarding annual, across-the-board **raises** of 6.75% / 6.5% / 6.25% over the course of our contract, and discussed with management the soaring cost of living in Sonoma County.

Management's lawyer thanked us for the movement in our proposal, and then went on a tirade about how our proposal is in the "stratosphere" and how the "ministry" won't be able to meet us in the middle.

After keeping us waiting for several hours, management returned with two "proposals" on PTO and retirement. Each was exactly the same as what we had seen before: a **PTO** proposal that would reduce some of our members' accrual rates, and a **retirement** proposal that would give the hospital the ability to reduce or eliminate

- continued on back -

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- continued from front -

our retirement programs at any point over the course of the contract. Management representatives seem to be totally out of touch with reality, calling their proposal “a real victory for workers,” when it really is the exact opposite. As before, we rejected these proposals.

Management can huff and puff about our proposals all they want, but the facts are clear: Providence St. Joseph has the ability to meet our demands, and we won’t settle for takeaways and “raises” less than or equal to inflation.

Management has never said they can’t afford our proposals, because they can. PVH made \$25 million in profit last fiscal

year! They aren’t rejecting them because of money — this is about power. They are clearly scared, and trying to dissuade us from exercising our power like we did on November 20. But we won’t back down until we win a fair contract: one that prioritizes patient care, fair wages, improves our working conditions, and is without takeaways!

We encourage all members to attend our next bargaining session on Thursday, December 12 at 10 A.M.

For more information, please contact a member of the bargaining team, steward, or NUHW organizer Tyler Kissinger at (510) 883-3479 or tkissinger@nuhw.org.

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