

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE

DECEMBER 11, 2019



**NEXT
BARGAINING
SESSION**

Monday, December 16

10 A.M. – 3 P.M.

Sonoma Way, Room 2

At our last bargaining session, we counter-proposed with an economic package that includes:

- 6.75% yearly increases and an extended wage scale up to 35 years
- Maintaining the popular PPO healthcare plan and an EPO that covers employees and our dependents
- Increases for PTO accrual rates for all members because we all deserve to have time off to spend time with our loved ones outside of work
- Increased employer contributions to our 401(k) and 401(a) for real retirement security

Management offered us two disappointing proposals on Floating and Subcontracting:

- Floating: would allow caregivers to be floated up to 3 times a shift for 8-hour employees and 4 times a shift for 12-hour employees

- Subcontracting: would maintain our current contract language so that Providence St. Joseph can continue to try to replace our work with cheaper subcontracted employees without accountability

After our last bargaining session, Interim CEO Tyler Hedden emailed all of us with misleading information about our economic proposals. For many of us, this contract is not just about getting wage increases, but about protecting our job security, working conditions, and benefits from unnecessary takeaways.

See the back for the real numbers of our proposals.

Santa Rosa Memorial Hospital is in a serious staffing crisis that hurts us and hurts our patients because of mismanagement and greed. We will not give management a free pass to continue to under-staff us and undercut our work.

By standing together and fighting for what is right, we can win a strong contract to recruit and retain excellent caregivers! 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
Larry Liguori at (707) 484-4105 or lliguori@nuhw.org.

SANTA ROSA MEMORIAL HOSPITAL

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

ISSUE	OUR UNION'S LATEST PROPOSAL	MANAGEMENT'S LATEST PROPOSAL
Wages	<p>6.75% 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>