

# SANTA ROSA MEMORIAL HOSPITAL BARGAINING UPDATE

DECEMBER 23, 2019



## NEXT BARGAINING SESSION

Thursday,  
January 9

10 a.m. – 3 p.m.

Location TBD

## STANDING UP AGAINST UNFAIR TAKEAWAYS!

At our most recent bargaining session on December 16, we proposed language on 121 Sotoyome, Floating, and Subcontracting.

- 121 employees should be brought up to the same wage scale as hospital employees
- Maintain the cap on floating to once for 8 hour-shift employees and twice for 12 hour-shift employees. Floating between inpatient and outpatient facilities should be voluntary and receive a differential.
- Strengthen our current contract language to hold management accountable for meeting and bargaining with us before contracting our work out for cheaper employees.

Management re-proposed their economic package that's filled with insulting takeaways:

- 1.75% yearly wage increases and maintaining the current step scale that caps out at 21 years with inconsistent increases between each step
- Eliminating the PPO healthcare option and replacing it with an HRA and HSA that would increase our out-of-pocket expenses
- Decreasing PTO accrual rates for employees with 10-15 years of service while increasing PTO accrual rates for newer employees and maintaining current PTO accrual rates for employees with 15+ years of service
- No guarantees on retirement contributions. Their proposal offers an initial increase but would allow management to change our retirement plan to match non-union hospital standards at any point in the life of the contract.

With these proposals, Santa Rosa Memorial runs the risk of losing experienced and valued caregivers. It hurts all of us to deal with constant turnover and understaffing, and these proposals make us feel disrespected and undervalued.

Many of you may have seen the recent bargaining update from our Interim CEO, Tyler Hedden. In it, he presents distorted numbers about our wage proposal that just don't add up.

**We are not asking for more than what we deserve: to be paid at a rate that keeps up with the cost of living in Sonoma County and that is competitive with other hospitals, to have affordable healthcare, to get reasonable time off from work, to have a real plan for when we retire.**

His email states, "We expect the union to make reasonable proposals that will enable us to reach an agreement." Yet hospital management is not offering reasonable proposals!

- 1.75% yearly increases are not reasonable.
- Taking away our PPO healthcare option is not reasonable.
- Taking away PTO accrual rates is not reasonable.
- Taking away our retirement security is not reasonable.

**Now, more than ever, it's vital that we attend bargaining and have our voices heard. By getting involved in bargaining, we're demonstrating that we're united for a fair contract and that we won't accept unnecessary takeaways.**

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer  
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