

# QUEEN OF THE VALLEY BARGAINING UPDATE

JANUARY 7, 2020



Yesterday, we had our first negotiations of the new year and are happy to report progress. For the first time in months, we received an updated **Health and Welfare Benefits** proposal from management. Their new proposal includes significant movement toward some of our key demands around health benefits, particularly with regard to health plans. Management's proposal has some issues, so we are preparing a counterproposal to bring to our next session on January 23.

Last month, we approved a new **Continuing Education** benefit that will give those of us with license/certification requirements substantial annual funds and paid education leave to complete those requirements. This victory, and the progress on health benefits, is clearly a result of our strike in November — and our ability to win further victories will depend on continuing to show to management we are united for a fair contract.

We discussed wages, PTO, and retirement, and will revisit them all at our next session. We were joined by a mediator from the Federal Mediation and Conciliation Services. The mediator has no actual authority in bargaining, but helps to coordinate negotiations.

You may have seen notices like the one pictured from the National Labor Relations Board put up around the hospital. As we shared last month, the NLRB found Queen in violation of federal labor law for refusing to recognize our union, refusing to bargain with us, making unilateral changes to our working conditions without bargaining, and denying our requests to have union representation in investigatory meetings. These postings are meant to be a reminder of our rights and

FORM NLRB-4727  
(3-20)

 **NOTICE TO EMPLOYEES** 

POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
AN AGENCY OF THE UNITED STATES GOVERNMENT

Cases: 20-CA-191739, 20-CA-196271,  
20-CA-197402, and 20-CA-197403

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union  
Choose representatives to bargain with us on your behalf  
Act together with other employees for your benefit and protection  
Choose not to engage in any of these protected activities.

WE WILL NOT withdraw recognition from National Union of Healthcare Workers (the Union) and fail and refuse to bargain with the Union as the exclusive collective-bargaining representative of our employees in the bargaining unit.

WE WILL NOT refuse to bargain collectively with the Union by failing and refusing to furnish it with requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our unit employees.

WE WILL NOT change your terms and conditions of employment without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT refuse the requests of employees for union representation during investigatory interviews they reasonably believe may result in discipline.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL recognize and, on request, bargain with the Union as the exclusive collective-bargaining representative of our employees in the following appropriate unit concerning terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed collective-bargaining agreement:

All nonprofessional employees, including technical employees, employed by the Employer at its facilities located at 1000 Trancas Street, 980 Trancas Street, 3448 Villa Lane, and 3421 Villa Lane in Napa, California; but excluding all other employees, skilled maintenance employees, business office clerical employees, confidential employees, guards, and supervisors as defined in the Act.

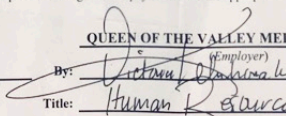
WE WILL furnish to the Union in a timely manner the information requested by the Union on the following dates:  
December 15, 2016; January 10, 2017; January 24, 2017; March 3, 2017; and March 21, 2017.

WE WILL rescind changes in terms and conditions of employment for our unit employees that were unilaterally implemented on the following dates: March 24, 2017; April 5, 2017; and April 21, 2017.

WE WILL make unit employees whole for any loss of earnings and other benefits resulting from the unilateral changes in terms and conditions of employment, plus interest.

WE WILL compensate affected employees for the adverse tax consequences, if any, of receiving lump-sum backpay awards, and WE WILL file with the Regional Director for Region 20, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay awards to the appropriate calendar years for each employee.

Date: 12/31/19

By:  (Employer)  
Title: Human Resources Manager

QUEEN OF THE VALLEY MEDICAL CENTER

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to an agent with the Board's Regional Office set below. You may also obtain information from the Board's Website: 2020-2025.gov and the toll-free number 1-876-647-2472.  
901 Market Street, Suite 400 Telephone: (415) 556-5110  
San Francisco, CA 94102 Hours of Operation: 9:30 a.m. to 5:00 p.m.  
Si quiere, se puede hablar en español con un agente de la Junta Nacional de Relaciones del Trabajo en confianza. La página distributiva de red de la Junta Nacional de Relaciones del Trabajo también tiene información en español. 2020-2025.gov

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE  
This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office, National Labor Relations Board, Region 20, 901 Market Street, Suite 400, San Francisco, CA 94103, Telephone Number 415-231-8869.

includes a list of actions the Queen must take in order to make up for their illegal behavior, and we encourage everyone take the time to read and spread the word about them.

Our **next bargaining session** will take place on **Thursday, January 23** beginning at 10 A.M. We will follow up with the location as soon as it is confirmed. All members are encouraged to attend.

For more information, please contact NUHW Organizer  
Tyler Kissingner at (510) 883-3479 or [tkissingner@nuhw.org](mailto:tkissingner@nuhw.org).

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS