

MORRISON HEALTHCARE - LOS ALAMITOS MEDICAL CENTER

BARGAINING UPDATE

JANUARY 13, 2020



PLEASE JOIN US FOR AN IMPORTANT MEETING

THURSDAY, JANUARY 16

2 P.M. to 4 P.M.

LOS ALAMITOS HOSPITAL

in the library above the cafeteria.

*We will discuss what should be included
in our economic proposals.*

We recently held our first contract negotiation session since the employer recognized our union. We have almost finalized all the non-economic articles of our contract.

Under the tentative agreements that we have agreed to, we have won the following rights:

- Three union stewards and three alternates to represent you if there are violations of the union contract. Stewards will be released on paid time for two hours per month to meet with union representative for purposes of training and contract administration.
- Priority based on seniority in regard to preference for job postings, layoffs, vacation preference, shift preference, overtime, and job bidding.
- A personal leave of absence for up to 90 days, among other leaves.
- Priority based on seniority in regard to layoffs. If layoffs were to happen, the least senior would be laid off first.
- Protection from discipline or discharge without just cause.
- A grievance procedure and arbitration if the Employer violates the contract — an

arbitrator will decide whether the employer violated the contract, not the Employer.

- Bereavement leave of three days for immediate family, one day for extended family, plus up to three paid days if the funeral is more than 500 miles from the worksite.
- Paid jury duty up to 20 working days.
- Five uniforms for full-time employees and three for part-time employees. Employees will be reimbursed for 100 dollars per year to purchase shoes for work.
- Steward-management meetings every month, on paid time, to discuss problems in the facility.
- A safety committee that will meet every month, on paid time, to address potential hazards throughout the facility.

We are almost finished negotiating our rights. At our next meeting, we will begin developing our economic proposals, including wages, vacations, holidays, and medical insurance, as well as the term of the contract. We are having a union meeting on January 16 to go over what those proposals will be. Nothing will go into effect until we negotiate everything, and you vote on it and approve it.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

*For additional information, please contact NUHW Organizer
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