

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE

JANUARY 13, 2020



**NEXT BARGAINING
SESSION**

Wednesday, January 22

10 A.M. – 3 P.M.

1111 Sonoma Avenue

UNITED FOR SAFE STAFFING! NO TO UNNECESSARY FLOATING

Management proposed language on **Floating, ROH, and the 121 Sotoyome Appendix:**

Floating: Management is still holding on their proposal to increase floating to three times for eight-hour employees and four times for 12-hour employees. They also rejected our previous proposal to stop floating between inpatient and outpatient facilities.

ROH: There would be no change from our current contract language if we agree to an increase in floating.

121 Sotoyome: Management rejected our proposed changes to limit floating and bring our outpatient employees up to the hospital wage scale, proposing instead to create a sub-committee in the Labor-Management Advisory Committee to address how techs can keep up their competencies.

In response, we made it clear that we will not accept increases in floating if management doesn't address our understaffing crisis. Our coworkers get hurt on the job. Open positions go unfilled and turnover has skyrocketed because our coworkers know that they can work somewhere else for better pay and benefits, and with better staffing.

We're bargaining for a contract that prioritizes patient care, and guarantees safe working conditions, as well as fair pay and benefits to help attract and retain good caregivers.

We counter-proposed **Floating** language that maintains current contract standards limiting floating to once per eight-hour shift and twice per 12-hour shift. We also included language that would make floating voluntary for inpatient imaging employees.

We also reached a **Tentative Agreement on the Side-Letter for RPT-2 employees** to maintain their status and hours.

Together, we're standing up for fair working conditions and what we know is right.

"Our hospital is severely understaffed, and excessive floating only hurts us and our patients. When we get floated, we often don't get reports so we don't know how to properly take care of our patients. Our patients deserve consistent care and safe staffing."

April Smotherman
CNA/Care Partner

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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