

PETALUMA VALLEY HOSPITAL

BARGAINING UPDATE

JANUARY 14, 2020

On January 13, we held our first bargaining session of the 2020! We presented a **comprehensive economic proposal**: one that would give us fair raises in each year of the contract, protect our retirement, preserve our healthcare options and prevent cost increases, and increase PTO accrual for the overwhelming majority of us at PVH. We rejected the hospital's attempt to reduce PTO accrual for those of us with 10-15 years of service at PVH.

We received new proposals from management on **Retirement** and **PTO**. On PTO, we saw only surface-level movement from management. At previous sessions, management had proposed putting language in our contract about **Retirement** that would give them the ability to make changes to our retirement benefits without bargaining with us.

At those same sessions, management was clear that they did not plan to make changes to our retirement plan. On January 13, though, they reversed their position: now, they say, we have missed out on "positive" changes to the retirement benefit that they could have implemented for 2020.

They are saying this to pressure us into giving them the ability to change our retirement program without bargaining with us, but this is a right we won't give up! Any proposed change to our retirement plan, positive or negative, must be bargained with us and we requested that management come prepared to our next session to discuss any changes they wish to propose to our retirement plan.

Our **next bargaining session** will take place on **Tuesday, January 28**. Management owes us a response on our **Compensation** and **Health and Welfare proposals** at this session. As always, all members are encouraged to attend — and every department should make sure to send a representative.

Finally, all members should have received an announcement from Tyler Hedden regarding a proposal to transfer operation of the hospital to Western Health Connect, a different division of Providence. This Wednesday night at 5:30 p.m., we plan to attend the **Petaluma Health Care District (PHCD) board meeting** to discuss this proposal — and all members are encouraged to attend.

PETALUMA HEALTH CARE DISTRICT (PHCD) BOARD MEETING

Wednesday, January 15
5:30 P.M.

1425 N. McDowell Blvd.

We'll discuss the proposed transfer of hospital operations to Western Health Connect.

NEXT BARGAINING SESSION

Tuesday, January 28
10:00 A.M.

Members are encouraged to attend; every department should make sure to send a representative.



For more information, please contact NUHW organizer Tyler Kissinger at 510-883-3479 or tkissinger@nuhw.org.

