

SANTA ROSA MEMORIAL HOSPITAL

\$200 MILLION PROFIT + TAKEAWAYS = TIME TO STRIKE!

STRIKE VOTE!



Santa Rosa Memorial Hospital has made a \$204 million operating profit for Providence St. Joseph Health since 2016. But management is refusing to invest those profits into patient care and experienced staff.

Instead, they're proposing insulting takeaways and reductions, including just **2 percent proposed contractual wage increases** that don't keep up with inflation, **no increase on the wage scale**, **reductions in PTO accrual rates**, and restricting our access to healthcare by **eliminating the PPO health plan** and **increasing out-of-pocket expenses**. See the back of the leaflet for a full comparison of our proposals.

ELECTION DETAILS

Wednesday, February 12

Thursday, February 13

Various Locations

This is why our elected bargaining committee has unanimously called for a five-day strike authorization vote. We're ready to show that we're united for a strong and fair contract.

WHEN WE FIGHT, WE WIN!

Sign up for your voting shift with a bargaining team member or NUHW organizers

Karissa Tom (415/812-2407 or ktom@nuhw.org) and Larry Ligouri (707/484-4105 or lligouri@nuhw.org).

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

SANTA ROSA MEMORIAL HOSPITAL SIDE-BY-SIDE PROPOSAL COMPARISON

Here is what Providence St. Joseph is proposing in response to our full economic proposals:

ISSUE	OUR UNION'S MOST RECENT PROPOSAL	MANAGEMENT'S MOST RECENT PROPOSAL
Wages	<p>6.5% yearly wage increase, retroactive back to June 2019, when our contract expired</p> <p>Extended wage scale up to 29 years, with steps every two years above 11</p>	<p>2% yearly wage increase, with no retroactive wage increase</p> <p>Maintain current wage scale that ends at 21 years</p>
Health and Welfare Benefits	<p>PPO plan: Retain the PPO, the employee would pay the difference between current premiums of the EPO and PPO plans with no increase over the life of the contract</p> <p>EPO: Cover the employee and their covered dependents with no increase in costs over the life of the contract</p>	<p>Eliminate the PPO and maintain the EPO plan. Introduce the HRA and HSA plans with the ability to increase our premium costs up to 10% throughout the life of the contract. Increase the premium costs for the EPO plan up to 36% throughout the life of the contract</p>
PTO	<p>Increasing PTO accrual rates for all employees depending on years of service</p>	<p>Increasing PTO accrual rates for employees with 0-10 years of service, but decreasing PTO accrual rates for those with 10-15 years of service. PTO accrual rates would stay the same for those with 15+ years of service</p>
Retirement	<p>Increase in 401(k) and 401(a) contributions</p>	<p>Increase in 401(k) contributions</p> <p>Management wants to retain the right to change the contributions to match non-union hospital employee contributions throughout the life of the contract</p>