

CHILDREN'S HOSPITAL OAKLAND

BARGAINING UPDATE

We had our fourth contract negotiation meeting with management last night, where we proposed a 3-year contract with the following wage increases:

- First year: 9%
- Second year: 8%
- Third year: 7%

We've presented 11 other proposals so far. **Management has presented ZERO... except for their proposal to eliminate our contracts and our union.**

"IMPACT NEGOTIATIONS"

Also last night, management tried — as they've been asking in every one of our four meetings — to sneakily get us to engage in "impact negotiations" over the impacts of their subcontracting our jobs to UCSF.

We've told them NO every time. We're here to negotiate our new union contract.

They keep asking because if we agree to engage in "impact negotiations", we're giving them our blessing to go ahead and illegally subcontract our jobs to UCSF.

Last night, they said they had a proposal to give us for contract negotiations, and then passed a packet of documents that was labeled "IMPACT NEGOTIATIONS". **It was sneaky and disrespectful.** We immediately put a stop to it, passed back the fake proposals, and made it clear — yet again — that we were there to negotiate our new contract.

\$2,200 "BRIBE"

We know from our RN colleagues in the CNA that management plans to give each benefitted RN a one-time payment of \$2,200 as they become UCSF employees. In the documents that management tried to give us last night, we saw that they also intend to make us the same offer, while admitting that our free healthcare and pension would no longer exist at UCSF.

We expect management to tell us that they've made a generous offer, but our Bargaining Team doesn't want to engage in impact negotiations.

Don't believe the hype. First of all, it's not an offer. They're just informing us about their plan. Most importantly, the reality is that a one-time payment of \$2,200 won't even come close to covering the increased cost of healthcare and pension benefits that we'd have to pay at UCSF.

We won't be bribed, we won't be fooled, and we won't back down!

JOIN US

Rally on May 1

Noon – 1 p.m.

In front of the main hospital

This is not a work stoppage;
come off the clock. Wear Red!

Questions? Talk to your bargaining team member, steward, or NUHW Organizers:

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