

# NUHW MEMBERS REACH NEW TENTATIVE AGREEMENT!

## OUR ELECTED BARGAINING TEAM RECOMMENDS A YES VOTE!

Many NUHW members participated in 2020 contract bargaining with plans for big changes. Then the pandemic struck, and we decided to change our focus for a few months until things settled down. The San Francisco Board of Supervisors agreed and they called on CPMC to sign a short-term contract with immediate raises, so NUHW members didn't have to worry about bargaining during this crisis.

### OUR NEW TA INCLUDES:

- ✓ 3% wage increase effective immediately
- ✓ Continuation of our FSA benefit (which SEIU gave up)
- ✓ Tuition reimbursement increased to \$3,000 (from \$1,000)
- ✓ Improved bereavement leave
- ✓ Same PPO plan as St. Lukes
- ✓ Ability to donate PTO to coworkers
- ✓ 9-month duration, expiring January 2021

### WHAT HAPPENS NEXT

1. **REVIEW** the tentative agreement summary. Questions? Contact an NUHW bargaining team member, steward, or organizer.
2. **TOWN HALL.** On Thursday, April 30, at 5:15pm, NUHW members can join a town hall call to ask questions about our tentative agreement. All members will receive an email with instructions for joining the call. If you don't get an email, your steward or bargaining team member can give you call-in information.
3. **VOTE YES.** Starting Thursday, April 30, NUHW members in good standing will be able to vote on this agreement. Members will have 48 hours to vote before results are tallied and announced."

**Vote YES on your NUHW contract,  
then vote for NUHW in our upcoming union election!**

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

# OUR ELECTED BARGAINING TEAM RECOMMENDS A YES VOTE!

## Vote YES for your NUHW contract . . .



“I don’t want to switch unions and have to start all over again. Our NUHW contract protects our jobs and gives us an immediate wage increase. I am voting YES on the contract, and voting FOR NUHW in the upcoming union election.”

– **Koko Win, Food Service Aide, 19 years**

“We need to focus on protecting our patients and our jobs. This contract will give us peace of mind now. Then, later in October we can bargain a longer-term contract. I am voting Yes on this contract. And don’t forget: we have the San Francisco Board of Supervisors supporting us. We have too much to lose if we switched to SEIU.”

– **Elizabeth Cronin, PCA, 17 years**



## . . . then make it count by voting for NUHW!



“We don’t want our seniority mixed in with St. Luke’s. We want our raise and seniority protected. After we vote Yes on our contract, we’re voting NUHW in the union election. We can’t vote to switch unions now, we will have to start bargaining a new contract from scratch and that can take a year or more. Ballots will be mailed on May 6, and are due back to the Labor Board by May 27.”

– **Haydee Avila Luna, Distribution Aide, 18 years**

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