

CALIFORNIA PACIFIC MEDICAL CENTER

BARGAINING UPDATE

DECEMBER 7, 2021

**NEXT
BARGAINING
SESSION**
**THURSDAY
DECEMBER 9
10AM**

We must fight to protect our retirement benefits and win fair wage increases!

Please join us for an important bargaining session this Thursday, December 9, at 10:00AM. Here are the major proposals from management on the table:

Retirement benefits	<p>Right now, when you are hired, you can choose the defined benefit pension (a traditional pension – the good one) or the defined contribution pension (which pays out less money).</p> <p>Management is proposing to gradually eliminate the good pension. Under their proposal, all new employees, from here on out, would be stuck with the weaker retirement benefits. And all current employees younger than 55, or older than 55 but with less than 10 years of continuous service, would also be transitioned into the weaker pension plan. Only those who are 55+ and with 10+ years of service would keep the good pension plan.</p> <p>This would be a major take-away.</p>
Wage increases	<p>Management is proposing a 4-year contract with a 2 percent wage increase each year.</p> <p>We have proposed a 4-year contract with 5 percent each year.</p>
Food and Nutrition Services	<p>Right now, FNS employees, who prepare food for patients and employees, receive free meals while working.</p> <p>Management is proposing to limit this to only food served on trays, excluding any pre-packaged items, which would be a significant change.</p>



“The take-aways CPMC is proposing are unacceptable! This is why we need to vote to take action. Let’s all stand together now, so that we can all fight off these proposals and win the contract we deserve!” – Sonny Martin, Food and Nutrition Services

JOIN US AT BARGAINING - THURSDAY, DECEMBER 9 AT 10AM

Bargaining is conducted via Zoom. Watch out for text messages with information to join the meeting. Already familiar with using Zoom? Just login, click Join a Meeting, and enter the access code **456 160 83**.

Questions? Contact your department steward or an NUHW Organizer:

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