

# CALIFORNIA PACIFIC MEDICAL CENTER BARGAINING UPDATE

APRIL 27, 2020

## SUMMARY OF PROPOSED 9-MONTH INTERIM CONTRACT

Early this year our NUHW bargaining committee began negotiating with CPMC. We had a few meetings and then COVID-19 struck, changing what we do in every aspect of our lives, including bargaining contracts.

Once we knew we would not be able to bargain traditionally, face-to-face, because of the pandemic, our bargaining committee and stewards met and decided to propose to CPMC that we bargain a new Agreement, make minimal changes to the contract, provide for a 3% wage increase, allow for a contract of short duration, and resume bargaining when the worst of COVID-19 would be behind us.

In response to this suggestion, CPMC has proposed to NUHW members on April 24, 2020 the following, which is subject to a vote of NUHW members:

### 1. 3 percent wage increase

Effective the first pay period in May (May 10) all employees, including all steps of the wage appendix, will receive a 3 percent across-the-board increase.

### 2. Contract Term—9 Months

The new Contract would expire January 31, 2021, and we would restart bargaining in October 2020, when we could engage in more traditional, face-to-face, bargaining for a longer contract.

### 3. Insurance Benefits.

**a. EPO remains unchanged.** 100% employer-paid premium cost of plan for CPMC for employee, spouse and dependents. The overwhelming majority of our members are on this plan.

**b. Buy Up PPO.** Currently there are three categories of the buy-up PPO and current employee cost:

Employee:	\$111.93 per pay period
Employee +1:	\$209.32 per pay period
Employee + 2:	\$310.05 per pay period

*New Program as of January 1, 2021:*

Employee:	\$111.93 unchanged
Employee + Spouse:	\$217.15 (small increase in cost)
Employee + Children:	\$204.83
Employee + Spouse + Children:	\$310.06

*The final two categories could represent a reduction in cost, small to significant, for employees who have more than one child.*

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**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

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## CONTINUED FROM FRONT

c. **The FSA**, according to our current contract, expires at the end of this year, so we will need to make a proposal in October of this year for its continuation. SEIU gave up this benefit two years ago.

d. **The current employee rebates for those who choose not to take the various health plans** will remain the same. The rebate for the Vision plan which is \$1 per pay period or a total of \$26 per year will not be offered as of January 1, 2021.

### 4. Tuition Reimbursement

Increased from \$1,000 per year to \$3,000.

### 5. PTO

Aside from the current cash-out options, PTO cash-out could now be used, voluntarily, to donate to a co-worker who is experiencing a catastrophic illness. It could also be used by an employee if they are undergoing a major financial hardship – e.g., foreclosure, eviction, etc.

For employees who have exceeded their maximum accrual and are paid out in December of each year, the amount over 328 hours will be paid out. Now it is the amount over 320 hours—an insignificant change.

### 6. Bereavement Leave

a. For the 3-day paid bereavement leave benefit for the employee's immediate family, including spouse, domestic partner, parent, parent-in-law, child, grand parent, and sibling, the following have been added to the definition of immediate family:

*Grandchild, great-grand parent, son-in-law, daughter-in-law, employee's legal guardian or other relative living in the home of the employee (explained below) and any of these relationships that are "step," e.g., step-child, step-parent, step-parent-in-law, etc.*

b. In addition to the above benefit, in the event of a death of the following relatives, employees would be eligible for one-day paid bereavement leave, or if one of the following relatives lives with the employee, the normal 3-day paid bereavement leave would apply:

*Aunt, uncle, niece, nephew, cousin, grand-parent-in-law, brother-in-law, sister-in-law.*

### Short Term Contract-A Temporary Measure

This short-term contract is not intended to resolve the many proposals we made initially in bargaining; it is only giving us the time to address our need for a wage increase and help us deal with COVID-19. This will allow us to bargain later this year in a more traditional process that will allow for greater participation of NUHW members.