

CALIFORNIA PACIFIC MEDICAL CENTER
COVID-19 BARGAINING UPDATE

APRIL 14, 2020

NUHW HELPS SECURE ADDITIONAL PAID TIME OFF FOR CPMC CAREGIVERS!

NUHW allies in San Francisco government passed an ordinance that will guarantee up to 80 hours of additional COVID-19 related paid leave to CPMC employees and employees of other large employers throughout the city who were excluded from the federal Families First Coronavirus Response Act!

What does this mean for NUHW members at CPMC? It means you can use these 80 hours if:

- You have been advised to self-quarantine by a health care provider
- You are experiencing symptoms associated with COVID-19, seeking a medical diagnosis, and do not meet the CDC guidance for criteria to return to work for healthcare personnel with confirmed or suspected COVID-19 (cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html).

Nothing in the law prevents CPMC from allowing us to use this new, city-mandated paid leave for the additional purposes for which we requested it, such as childcare issues or caring for a loved one with COVID-19, or from providing us with the additional paid leave that we are demanding.

How can I access these hours?

Once the law goes into effect, you would access these hours like normal PTO. If you were employed full-time as of February 25, you are entitled to 80 hours of paid public health emergency leave. If you were employed part-time as of February 25, you are entitled to the average number of hours you were scheduled for each two-week period over the course of the previous six months. If you were hired since February 25, you are entitled to the average number of hours you have been scheduled every two weeks since then. **You just need to tell your lead/manager that you are requesting emergency paid leave they are required by the city to provide you, and detail the amount of hours and dates you need it for.** If you get any pushback, contact your steward or NUHW representative immediately.

These 80 hours of emergency paid leave ARE IN ADDITION TO ANY DISASTER RELIEF PAY NUHW members at CPMC will get. You are eligible to receive disaster relief pay if you make yourself available to work in the Labor Pool, but management is unable to find work for you.

Sadly, Sutter CEO Warren Browner joined other employers in calling on city officials NOT to require CPMC to offer frontline caregivers ANY additional leave. NUHW stewards and leaders pushed back on this and prevailed!

Now it's up to us to hold CPMC accountable if they choose to do the WRONG THING and deny paid leave for any of these circumstances.



"CPMC has been claiming their time off policies are 'generous,' but since this pandemic started, they've been trying convince lawmakers to deny us paid leave. I've read Warren Browner's letter and it's disgusting. I'm so proud to be part of NUHW, a union that has strong relationships with elected officials, and is committed to helping us hold bad actors like Sutter accountable. I look forward to continuing fightin with my fellow NUHW members to win additional protections and a new contract."

— Kimberly Enos, Surgery Tech II, Van Ness Campus

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

NUHW.org/COVID-19

The entire San Francisco Board of Supervisors is supporting us! The letter below was recently sent by every member of the board to CPMC CEO Dr. Warren Browner.

Dear Dr. Browner:

We hope you and your team are in good health and are weathering this challenging period well. Thanks again for taking the time to show us the facilities soon after I took office. Things have certainly changed rapidly since that time. Especially during these trying times for the city of San Francisco, we greatly value and appreciate the services rendered to San Franciscans by Sutter's California Pacific Medical Center.

We here at the Board of Supervisors at City Hall have grave concerns regarding COVID-19, and the ability of healthcare providers in our city to respond effectively to the crisis. All of us are committed to doing everything we can to support healthcare institutions during this difficult time.

It has been brought to our attention that NUHW recently commenced contract negotiations with Sutter CPMC, and has proposed a one-year "placeholder" contract with a 3% wage increase in order to allow for Sutter CPMC and employees to focus on combating the spread of COVID 19. We believe that we should be looking for ways to support workers and their families as we head into this crisis together. We support NUHW's efforts to negotiate a short-term contract, as it would provide workers with peace of mind, and allow everyone to focus on the crisis at hand.

Protecting healthcare workers is the number one way we as a community can protect ourselves and limit the spread of this virus. Actions taken now will not only help protect Sutter patients and staff, but also the wider community in the City and County of San Francisco.

Thank you for your consideration,

Members of the San Francisco Board of Supervisors

Matt Haney, District 6

Dean Preston, District 5

Catherine Stefani, District 2

Rafael Mandelman, District 8

Sandra Lee Fewer, District 1

Shamann Walton, District 10

Gordon Mar, District 4

Hillary Ronen, District 9

Norman Yee, District 7

Aaron Peskin, District 3

Ahsha Safai, District 11

It is time for CPMC management to do the right thing and agree to a short-term contract that will give us all immediate wage increases once our current agreement ends!

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