

NUHW BARGAINING TEAM REACHES NEW 12-MONTH TENTATIVE AGREEMENT!

The last seven weeks have been hard on all of us. Our last bargaining session was on March 12, just prior to the COVID-19 lockdown. We were on track with an aggressive campaign to win our new contract.

And then our world changed. Everyone's world changed. Our contract campaign at FVRMC was now impacted by a worldwide crisis of unprecedented magnitude. The healthcare industry and our members have been gravely impacted on so many levels including service shutdowns and health and safety issues. Our families have been impacted as we see the U.S. economy in a downward spiral, with millions of people losing their jobs and healthcare coverage.

But we never waiver. Our Bargaining Team's top priority became getting a short-term agreement to improve the standard of living for our members, during a historic pandemic when we couldn't even meet or bargain with management for the foreseeable future.

The Bargaining Team decided to approach Tenet with an agreement that would provide immediate economic relief to our members. But we also wanted to ensure that we got back to the bargaining table as soon as possible.

After weeks of discussion, and many conference calls, our Bargaining Team finalized an agreement with Tenet and FVRMC on Sunday, May 3.

We are proud to recommend a 12-month agreement that provides immediate economic improvement, enhanced rights on promotions/discipline/layoffs/union communication/union rights and ensures that we will be back at bargaining in January 2021 to finish what we started!

Over the last few weeks, hundreds of us have signed petitions protesting unfair treatment. Members from departments all over the hospital showed up at bargaining in January through March. **Because of our unity and action, Tenet/FVRMC understood we were prepared to stand up and fight. Instead of using the pandemic crisis as an excuse, our Bargaining Team was able to reach an agreement for an immediate wage increase that exceeded last year's increase.**

The NUHW Bargaining Team recommends a YES vote for a new contract!

Please see the back for a summary of the tentative agreement and information about voting!



In comparison to what we won, we witnessed the complete failure of the Nurses Union (UNAC) to communicate and mobilize their members into action. As a result, after more than 17 months of bargaining and a year after their contract expired, the Nurses Union just settled for bonuses of only 1.5% to 2%, with only a few nurses receiving 1.5% to 2% raise. So many nurses told us they "wish we could be in your union!" We are proud of what we accomplished given the fact that we could no longer negotiate in the near future.



NUHW NATIONAL UNION OF
HEALTHCARE WORKERS



ALL MEMBERS MUST VOTE ON THIS NEW CONTRACT!

*Voting takes place online starting
TUESDAY, MAY 5.*

*You will receive emails and texts
with voting instructions and
links to the online ballot.*

SUMMARY OF THE TENTATIVE AGREEMENT

Article 2: Union Rights: New additional rights: Members will be able to post Union notices, newsletters, and information in employee breakrooms. If you do not have an employee breakroom, a space shall be provided for posting Union information in your work area. The Union stewards will have 30 minutes during new employee orientation to provide information about the Union to new staff; the Shop Steward Council will have 32 hours per month to utilize for meetings/trainings, access to conference room meeting space has been expanded.

Article 4: Seniority: New additional rights: In the event of a layoff: if you are the least senior employee in your classification and are laid off, you can move into another position if you worked in that position within the last 12 months.

Article 5: Job Vacancies, Posting/Bidding: New additional rights: If you have a written warning or anything greater in their file within the last 12 months, this will not “automatically” mean that you cannot be promoted or awarded a new position. Job postings for new positions will be published in the weekly HR communications with a link to the job information.

Article 7: Harassment: New additional language: Employer commits to an environment free of intimidation and/or retaliation.

Article 10: Discipline: New additional rights: No disciplinary document shall remain in your file beyond 12 months — this time frame was reduced from 18 months. If you are placed on an investigatory suspension and it exceeds seven calendar days, you will automatically be paid your regular schedule for any time you remain suspended after the initial seven calendar days. In the event management wants to hold an “investigatory” meeting that could result in discipline, they must tell you upon notification why the meeting is being scheduled and be clear that the meeting is investigatory, which gives you the right to have a shop steward present.

Article 13: Wages: Retroactive to April 12, all full-time, part-time, and per diem NUHW members shall receive a 3.25% wage increase to their base hourly rate.

Term of Contract: Expires May 4, 2021



Bargaining for our new contract will begin in January 2021 — stay tuned!