

Hazel Hawkins Memorial Hospital **BARGAINING UPDATE #1**

October 28, 2022



Our NUHW Bargaining Team presented all our proposals for a new contract in our October 26 bargaining session.

Wages: We presented a wage proposal of 8% for each of a three-year contract. The employer has proposed 2%.

Health Plan: The employer wants us to pay more for health insurance, proposing what the RNs agreed to. We don't make as much as RNs, so we shouldn't pay the same for our health insurance.

Some of the other improvements we are proposing and discussing are:

- Overtime for all mandated shifts.
- Improved Retirement Plan including covering health insurance for employees who retire with 25 years of service and at least age 55 until they reach Medicare-eligibility.
- Pay at Certified Nursing Assistant rate when working in Med-Surg.
- Adding two holidays: César Chávez and Juneteenth (holiday celebrating the end of slavery)
- A PTO program that combines vacation and holidays into one bank and accrued by pay period that provides for more flexible use of paid time off. Sick Leave would remain the same and would not be part of the PTO program.
- Improved methods of scheduling vacation
- Per Diem scheduling and availability
- Other topics include improvements for CEU use, pay for bilingual certification classes, clarification on a number of contract provisions such as non-scheduled call back, etc.

WE ARE MEETING ALMOST EVERY WEDNESDAY UNTIL WE REACH AN AGREEMENT