

HAZEL HAWKINS MEMORIAL HOSPITAL

BARGAINING UPDATE

MAY 10, 2024

It's time to authorize a strike *Vote will be scheduled soon*

Last week, our Bargaining Committee determined that we've reached the point in negotiations where we should either ratify management's offer or authorize a one-day strike to fight for a better deal.

Unfortunately, management returned to the bargaining table this week – as it has now for months – without any significant improvements. As a result, our Bargaining Committee is recommending that we vote to reject management's offer and authorize the committee to call a **one-day strike** if management continues to refuse to compromise.

We will provide information about the upcoming vote shortly.

On Tuesday, May 21, from 11 a.m. to 4 p.m., NUHW's lead negotiator will be at the hospital to answer questions about management's proposal, the upcoming vote and the potential strike.

On the back is a summary of the key takeaways management is proposing in contract negotiations.

Management imposed concessions on all unions at Hazel Hawkins when it declared bankruptcy last May. NUHW recently won a court ruling that Hazel should not have qualified for bankruptcy protection and consequently should not have been able to impose concessions on its workers. However, management has appealed that ruling, so it could be another six-to-nine months before an appeals court weighs in.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS



Summary of Employer's May 7, 2024 Package Proposal

First concession imposed by management

In our Agreement, we had vacation, sick leave, and holidays in separate groups. Management imposed in bankruptcy, and continues to propose, **combining these benefits into a PTO program with reductions in paid time off** – see table at right.

Standby

Management's proposal maintains time-and-a-half when called into work, but **eliminates Standby Pay when at work.**

Pension

Elimination of the Pension Plan for future contributions. Newer employees would not have the benefit. Employees who had the benefit would maintain what they had, but would not see any increases. Management is looking at a possible replacement plan but has not presented any proposal.

Paid Time Off Benefit before the Bankruptcy					Employer's Proposal to Permanently Replace Vacation, Sick Leave and Holidays	
Years of service	Vacation	Sick Leave	Holidays*	Total Days	Employer's Combined Benefit for all Paid Time Off	Total Reduction by Employer's Proposal
1 year	10 days	12 days	11 days	33 days	20 days	13 days
2 years	11 days	12 days	11 days	34 days	21 days	13 days
3 years	12 days	12 days	11 days	35 days	22 days	13 days
4 years	13 days	12 days	11 days	36 days	23 days	13 days
5 years	15 days	12 days	11 days	38 days	30 days	8 days
6 years	17 days	12 days	11 days	40 days	30 days	10 days
7 years	18 days	12 days	11 days	41 days	30 days	11 days
8 years	19 days	12 days	11 days	42 days	30 days	12 days
9 years	20 days	12 days	11 days	43 days	30 days	13 days
10 years	22 days	12 days	11 days	45 days	30 days	14 days
20 years	23 days	12 days	11 days	46 days	30 days	15 days

Note: Cap on accrual at 320 hours.

* Holidays include MLK Day and Juneteenth that the employer recently added.

	Premiums before the Bankruptcy		Employer's Proposal for Premiums Going Forward	
	FT Employee	PT Employee	FT Employee	PT Employee
Employee Only	\$15/month	\$76.25/month	\$92.31/pay period	\$115.38/pay period
Employee + 1	\$90/month	\$135/month	\$138.46/pay period	\$161.54/pay period
Employee + 2	\$90/month	\$135/month	\$161.54/pay period	\$184.62/pay period
Employee + 3	\$90/month	\$135/month	\$184.62/pay period	\$207.69/pay period

Health Plan

The employer has **substantially increased employees' premium costs for health insurance**, as well as co-pays, deductibles, and out-of-pocket costs.

Wages

The Employer has proposed, the following wage increases **for all hours paid**:

- Effective January 1, 2022: A retroactive across-the-board increase to the wage scales and for all employees of 3.5%.
- Effective January 1, 2023: A retroactive across-the-board increase to the wage scales and for all employees of 3%.
- Effective January 1, 2024: A retroactive across-the-board increase to the wage scales and for all employees of 3%.
- Effective January 1, 2025: Across-the-board increase to the wage scales and for all employees of 3%.

Contract Term

Contract would end December 31, 2025.