

BARGAINING UPDATE

September 1, 2023



On August 29, the bargaining committee met with management. Below is a summary of what happened in those negotiations:

1. Article 12: Jury Duty - TENTATIVE AGREEMENT REACHED

- We proposed to eliminate the requirement that employees must inform management of jury duty within 24 hours of receiving a summons.
- Management countered by doubling the time granted to 48 hours.
- We unanimously agreed to management's counter.

2. Article 11: Bereavement Leave - TENTATIVE AGREEMENT REACHED

- We proposed a bereavement policy consistent with current California law, raising the number of bereavement days allowed from 3 to 5.
- The employer agreed to accept our proposal.

3. Article 6: Hours of work - WITHDRAWN

- We proposed adding the following sub-sections to Article 6:
 - i. If an employee is flexed down by the Hospital they shall not be required to use PTO to cover any lost hours.
 - ii. In the event an employee completes all their assignments early, they can opt to go home, with the approval of the supervisor, and shall have the option of either using PTO or going unpaid for the remainder of their shift. In either event, for purposes of benefit accrual, such employee shall accrue benefits for the entirety of their shift.
- Management countered, striking these additions.

- We unanimously decided to withdraw these proposals for strategic and practical reasons.

4. Article 2: Recognition - PENDING, PROGRESS MADE

- Management countered our proposal with the following language:
 - i. Management may review and modify schedules as needed, following contractual guidelines. Management may assume preparing work schedules in the event that the designated Lead in a modality is unavailable or unable to fulfill this responsibility, and an alternate Lead is not identified.
 - ii. We agreed to the first sentence and moved to strike the second sentence. Management responded that they are "almost tempted to say that might work."

5. New Side Letter: Cell Phone Policy - PENDING, PROGRESS MADE

- We proposed a new policy that would strike a balance between permitting employees to have their cell phones in the workplace and ensuring that patient care is never compromised or delayed due to cell phone usage.
- Management rejected our proposal without specifying the language they objected to or offering any revisions.
- We requested that management clarify their position, and offered the following revision to our proposed language:
 - i. Instead of saying cell phones should be used responsibly, we changed the language to say that cell phones shall be used for work purposes only.

NEXT BARGAINING MEETING TUESDAY, SEPTEMBER 5 @5PM

Bargaining is open to all and will be held in the **Sausalito Room**. There are a number of items left to be discussed—including compensation—so we strongly encourage you and your most immediate coworkers to show up and send a strong message to management. See you there!