

PETALUMA VALLEY HOSPITAL BARGAINING UPDATE

APRIL 23, 2020

This Tuesday, April 21, we held negotiations with management. We've been fighting for a fair contract for about a year now. Providence has forced us to fight not just for improvements in our working conditions, but to keep what we already have. That's why we've held actions like our informational picket in August and our strike in November. Since then, we've seen some movement from management on key issues, but their proposals fail to make the improvements to working conditions that we most need.



One example is our **healthcare**: from the start of negotiations, Providence said they would eliminate our PPO plan. We've been able to fight them off this proposal, and since our strike they've proposed maintaining our PPO plan after all. However, their last proposal would give them the ability to increase the cost of our PPO plan by 40 percent each year of our contract, starting in 2021.

On **Wages**, over the past year we've gotten management to come up from 1.5 percent to a 2.5 percent raise in each year of the contract. Still, this doesn't do enough to address the soaring cost of living in Sonoma County that many of us face — we have made this clear to Providence management since the beginning, and that we've stressed is of particular importance during the COVID-19 crisis.

Please see the back for the latest side-by-side proposal comparison.

We're not satisfied with what Providence management is offering, and it is clear that we need to apply more pressure to get a fair contract — one that puts us and our patients first. As we decide how to move forward, **it is**

critical that members from all departments take part in our upcoming bargaining session on Monday, April 27, at 10 A.M.

For more information, please contact a member of the bargaining team, steward, or NUHW organizer Tyler Kissinger at 510) 883-3479 or tkissinger@nuhw.org.



NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE	MANAGEMENT'S LATEST PROPOSAL	WHAT WE HAVE PROPOSED
Wages and Compensation	<p>A 2.5 percent raise at ratification and on the first, second, and third anniversary of ratification (for a four year contract).</p> <p>Management accepted our proposal to add a step at year 26 to the pay scale.</p>	<p>A 5 percent raise retroactive to June 2019 (expiration of previous contract), (at the expiration of previous contract), then a 4% raise in June 2020, then a 3.5% raise in June 2021 and 2022.</p>
Health and Welfare Benefits	<p>Keep our PPO plan, but with the ability to increase our premium cost by up to 40 percent each year of the contract, starting in 2021.</p> <p>EPO, HSA, and HRA plans could have costs increased by an average of 12 percent each year of the contract, starting in 2021.</p>	<p>Maintain our existing plans, including the PPO. Beginning in 2021, increases on the PPO plan would be limited to 20% each year, and cost increases on the EPO, HRA, and HSA plans would be limited to a total of 12 percent each year.</p>
PTO	<p>After proposing to immediately reduce the PTO accrual rates for some of our most senior employees, management has proposed delaying implementation of their PTO scale until January 2023.</p> <p>Management has proposed eliminating our ability to cash out accrued PTO in 2022.</p>	<p>We have proposed to maintain our existing PTO scale through January 2023, at which point we will transition to the following scale (which is prorated based on hours worked for Part Time employees):</p> <ul style="list-style-type: none"> • 0 to 4 years of service: 7.69 hours per pay period • 5 to 9 years of service: 8.62 hours per pay period • 10 to 14 years of service: 9.23 hours per pay period • 15+ years of service: 10.77 hours per pay period <p>Maintain the PTO cash out option, available once per year.</p>