

# PETALUMA VALLEY HOSPITAL



## STRIKE VOTE AND PROPOSAL COMPARISON

We are fighting for better patient care at Petaluma Valley Hospital through safe and fair working conditions, better staffing, and an agreement that invests in us. However, even though they have money to pay their CEO \$10.5 million in a single year, executives at PVH and Providence St. Joseph haven't yet agreed to our fair demands. Instead, they're proposing takeaways and reductions to our benefits, including the elimination of our PPO health plan, reductions to PTO for some of our most senior members, and incredibly low raises, all detailed on the back of this leaflet.

Last month, our coworkers at Santa Rosa Memorial Hospital voted overwhelmingly to authorize a five-day strike. Here at PVH, nurses voted to authorize a strike on November 20 — the same day as our one-day strike. Other PSJ hospitals in Northern California will hold strike votes in the coming weeks.

**Across the Providence St. Joseph system, it's clear:  
we are united for better working conditions, and patient care.  
By standing together, we can win a fair contract.**

Since our November strike, we have made some progress on key issues. Our pressure led management to drop their proposal that would have given them the ability to make changes to our retirement plan without negotiating those changes with us. We've seen minor movement from management on PTO and pay, but we still remain fair apart on these important issues. This is why our elected bargaining committee has called for a strike authorization vote — to show we are united for a strong and fair contract. Voting will take place in person at the PVH cafeteria on March 16 and 17. See voting details at right.

## STRIKE VOTE

Our elected bargaining committee has called for a strike authorization vote — to show we are united for a strong and fair contract.

Voting shifts will be:

**MONDAY MARCH 16  
AND  
TUESDAY MARCH 17**

**6:00 A.M. to 8:00 A.M.  
11:00 A.M. to 1:30 P.M.  
2:30 P.M. to 4:00 P.M.**

Make sure to sign up for your voting shift by speaking with a bargaining team member, steward, or NUHW organizer Tyler Kissinger.

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](mailto:tkissinger@nuhw.org).

**NUHW** NATIONAL UNION OF  
HEALTHCARE WORKERS

*For more information, please contact NUHW organizer  
Tyler Kissinger at 510-883-3479 or [tkissinger@nuhw.org](mailto:tkissinger@nuhw.org).*

# SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE	MANAGEMENT'S LATEST PROPOSAL	WHAT WE HAVE PROPOSED
<b>Wages and Compensation</b>	<p>A 2 percent raise at ratification, 2 percent on the first anniversary of ratification and 2 percent on the second anniversary of ratification.</p> <p>Rejected our proposals to implement a weekend differential, increase on-call pay differential and per diem employee differential.</p>	<p>A 5 percent raise retroactive to June 2019 (expiration of previous contract), then 5 percent raises in June 2020 and June 2021.</p> <p>We've proposed a 10 percent <b>weekend differential</b> and increase to 50 percent <b>on-call pay</b>, as well as an increase in the <b>per diem differential</b> (from 15 percent to 25 percent) in lieu of a reduction in excessive availability requirements.</p>
<b>Health and Welfare Benefits</b>	<p>Eliminate the PPO plan, maintain the EPO plan, introduce expensive HSA and HRA plans, all with the ability to increase our costs by a "blended average" 12 percent each year for the three-year contract.</p> <p>Introduction of a \$70 per-pay-period "working spouse surcharge" for those of us with spouses on our insurance.</p>	<p><b>Maintain our existing plans</b>, including the PPO, with no cost increases and without a "working spouse surcharge."</p>
<b>PTO</b>	<p>The hospital has proposed increasing the PTO accrual rate for employees with less than five years of service, but has proposed a reduction of 16 hours per year for members with 10-14 years of service. The accrual rate remains the same for members with 6-9 and 15+ years of service, 280 hours per year.</p> <p>Management has proposed eliminating our ability to cash out accrued PTO.</p>	<p>We proposed <b>maintaining or increasing PTO accruals</b> for all members, based on years of service:</p> <ul style="list-style-type: none"> <li>• 0 to 2 years: annual accrual increase of 16 hours per year</li> <li>• 3-4 years: annual accrual increase of 40 hours per year</li> <li>• 5 years: annual accrual increase of 16 hours per year</li> <li>• 6-9 years of service: no change in accrual</li> <li>• 10-14 years of service: no reduction for caregivers currently receiving 280 hours per year. 264 hours accrued for future members.</li> <li>• 15+ years: no change in accrual</li> </ul> <p>Maintain the PTO cash out option, available once per year.</p>