

ST. JOSEPH EUREKA AND
REDWOOD MEMORIAL HOSPITALS

BARGAINING UPDATE



We were glad to return to the bargaining table Tuesday and Wednesday after the hospital canceled three days of bargaining in August. At the start of Tuesday, **Supervisor Steve Madrone** met with us and sat in on our joint session with Providence. Afterward, he also met with Providence representatives to better understand their business decisions. We made a number of counterproposals and revisited the **Successorship** article which spells out what would happen to our jobs and contract if St Joes and/or Redwood Memorial are sold or transferred to another company. The hospital again would not agree to a more expansive and clear process that would include notice and job security for impacted employees.

After our joint session, Supervisor Steve Madrone shared some of his personal experience receiving outstanding care at St Joes including at the Acute Rehab Unit, and expressed great support for us. He also stressed the value of retaining dedicated staff with good, local, well-paying jobs. We are proud to have such an advocate in our Supervisor.

In the afternoon, the hospital continued to reject our proposal on **Health Examinations**, even though what we presented seems to be what is currently happening. They insisted that members can easily access the Health Examinations policy and aren't interested in documenting that in our contract.

The hospital demonstrated slight movement on **Filling of Vacancies**, but continue to insist on extending the timeline taking up to 30 days before someone can transfer into their new position.

The hospital moved toward us on **Bulletin Boards**. For **Grievance and Arbitration**, which is one of the ways we enforce the contract and resolve differences, the hospital is holding to the current contract language. We proposed a number of ways that would streamline the process.

We spent a bit of time discussing **Allocation of Additional Hours**, trying to improve the language to reflect the practices that are going on in the hospital and making it as easy as possible to fill shifts in a fair and timely manner.

We exchanged other proposals throughout the two days of bargaining. While the hospital has not moved toward us on the following matters, we continue to propose:

- Monthly Labor Management Committee meetings, a venue to solve problems in partnership
- That the hospital should send us any modifications made to job descriptions and offer us the opportunity to meet and confer over those changes
- A ban on subcontracting

The hospital did agree to three kinds of seniority: department, union (hospital), and system seniority, and we reached a tentative agreement on **Union Membership and COPE**.

We were also able to confirm our next bargaining dates of **October 8-10 and October 22 - 23**.

Questions? Contact a Bargaining Committee member or NUHW Organizer Julia Minton at (707) 932-5554 or jminton@nuhw.org