

ST. JOSEPH HOSPITAL EUREKA AND REDWOOD MEMORIAL HOSPITAL

BARGAINING UPDATE

We returned to the table on November 14, with management attending virtually. Members of the newly formed Professional bargaining committee met with management. Dietitians; Social Workers; and Speech, Occupational, and Physical Therapists made the case for joining the ongoing bargaining with the existing service and tech units. We were all pleased that we could come to mutual agreement to include the Professional unit in the next contract, and they will be joining bargaining going forward. It's clear that while our union includes a diverse range of jobs, we all have common struggles working for the same employer.

Upcoming Bargaining Dates in Humboldt

**Monday & Tuesday
December 2 & 3**

**Tuesday & Wednesday
December 10 & 11**

**General Hospital –
Lower Level Conference Room**

In the morning we presented our counter proposal to **Layoff and Recall**. We agreed to current contract language around how many days without work would be considered a layoff and held to our position around severance pay. The hospital continues to reject including severance pay in our contract.

- We presented our proposal on **Scheduling**, which includes several improvements: The hospital should not deny PTO if you one is projected to have adequate PTO by the time the PTO is taken, instead of at the time of the request.
- Changing New Years to a minor holiday.
- The hospital cannot require an employee to work both Christmas and Thanksgiving, nor require an employee to work the same holiday the following year.

The hospital's counterproposal on **Scheduling** included our proposed updated guidelines for PTO approval and to update New Years to a minor holiday. They expressed that they would continue to make a reasonable effort to ensure employees would not have to work on consecutive major holidays and would not have to work both Christmas Day and New Year's Day. We agreed to most of this and presented another counter on **Scheduling** that simply clarified the language around weekend work requirements.

Seniority was also revisited. The hospital made a regressive proposal that struck "Health System Seniority", which has always been in our contract and in previous counterproposals from management.

We also made counterproposals on **Union Stewards and Representatives** and **Technology**.

By the end of the day, we reached two additional Tentative Agreements (TA) on **Grievance and Arbitration** and **Labor Management Advisory Committee (LMAC)**.

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