QUEEN OF THE VALLEY MEDICAL CENTER



STRIKE AUTHORIZATION VOTE AND PROPOSAL COMPARISON

In November 2019 we held a historic one-day strike, along with our colleagues at other Northern California Providence St. Joseph hospitals.

In bargaining sessions since, management has signaled they are open to some significant movement around compensation, health plan options, and PTO. We've also reached tentative agreements on a significantly expanded continuing education benefit, improved reclassification process for per diem members, and strong overtime protections. Still, we remain far apart on these important issues, and even further based on the last actual proposals management put on the bargaining table.

Last month, our co-workers at Santa Rosa Memorial Hospital voted overwhelmingly to authorize a five-day strike. Here at Queen, nurses have also voted to authorize a strike. Other PSJ hospitals in NorCal 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.

This is why our elected bargaining committee has called for a strike authorization vote March 25-27 to show we are united for a strong and fair contract.

Strike Authorization Vote

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 QVMC cafeteria March 25-27.

Voting shifts will be:

Wednesday, March 25 11:00 P.M. to 1:00 A.M.

Thursday, March 26

6:00 a.m. to 8:00 a.m. 11:00 a.m. to 2:30 p.m. 3:30 p.m. to 6:00 p.m. 11:00 p.m. to 1:00 a.m.

Friday, March 27 6:00 A.M. to 8:00 A.M.

11:00 а.м. to 2:30 р.м. 3:30 р.м. to 6:00 р.м.

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

NATIONAL UNION OF For more : HEALTHCARE WORKERS Tyler Kiss

NUHW

For more information, please contact NUHW organizer Tyler Kissinger at 510-883-3479 or tkissinger@nuhw.org.

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SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE

MANAGEMENT'S LATEST PROPOSAL

WHAT WE HAVE PROPOSED

| Wages and Compensation | A wage scale below what many of us currently make. Most of us would see just a 2 percent increase, 1.25 percent increase, then 1.25 percent increase over three years. Management rejected our proposals to increase the rate for on-call pay, shift differentials, and proposed no pay for acting as a relief lead and training or orienting new employees. | Raises every six months, including 5.5 percent retroactive to July 2019 and 4.5 percent in each subsequent year of the contract. A wage scale that brings us closer to what our co-workers at Santa Rosa make for the same jobs. On-call pay at a rate of 45 percent, PM and night shift differentials of 9 percent and 25 percent, pay for serving as a relief lead, and pay for training and orienting new employees. |
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| Health and Welfare Benefits | Management proposed eliminating the PPO plan , and replacing it with two higher-cost plans, with 3-4x higher deductibles. Management wants the ability to increase the premium cost each year after 2020, and the ability to reduce plan benefits over the course of the contract. Management wants to institute a \$70 per-paycheck "surcharge" for those of us with spouses on our insurance. | Maintain our existing plans, including the PPO, with significantly lower premium costs in line with what our NUHW colleagues at other PSJ NorCal hospitals pay. Maintain cost and benefits over the life of our contract. |
| РТО | Management proposed reducing PTO accrual rates for those of us with more than 10 years of service, including those of us grandfathered under our old accrual rates. Eliminate the PTO cash-out option. | Maintain or increase PTO accruals for all members. Maintain the PTO cash out option, available once per year. |
| Retirement | Maintain or increase net 401(k) and 401(a) contributions for all members contributing at least 6 percent to the 401(k), but only distribute employer discretionary contributions once per year. | Accept management's increased contribution rates, but employer discretionary contributions should be made every pay period, as is the case now. |