

20200114 PVH Bargaining Update

SIDE-BY-SIDE PROPOSAL COMPARISON

ISSUE	MANAGEMENT'S LATEST PROPOSAL	WHAT WE HAVE PROPOSED
Wages and Compensation	<p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p>
Health and Welfare Benefits	<p>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.</p>	<p>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.</p>
PTO	<p>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.</p> <p>Eliminate the PTO cash-out option.</p>	<p>Maintain or increase PTO accruals for all members.</p> <p>Maintain the PTO cash out option, available once per year.</p>
Retirement	<p>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.</p>	<p>Accept management's increased contribution rates, but employer discretionary contributions should be made every pay period, as is the case now.</p>