

BARGAINING UPDATE

JANUARY 16, 2024

At our last bargaining session on January 9, we reached agreement on five new items. We were pleased to see some movement from the employer on these items, and we agreed in turn to some additional small language changes they proposed.

The employer is still refusing to agree to a joint Labor-Management Committee. There is also still disagreement about employee evaluations. The employer wants the option to use yearly evaluations for potential future disciplines, while we maintain that evaluations should be completely separate from disciplines.

We also presented seven proposals, with several members of our team presenting them to the employer. These included three new proposals (covering lactation accommodations, meals and breaks, and exempt employees) and four counterproposals (seniority, recognition, posting of positions, and employee categories).

See back for more detailed information about the agreements we've reached, what's on the table now, and what's still to come.

JOIN US AT BARGAINING

530 p.m. Thursday, January 25
The Ultimate Fieldhouse
2675 Mitchell Drive

At NUHW, politics is union business!

The government funds and regulates healthcare, and our elected leaders have influence in the issues that affect us as healthcare workers. Our political allies help us win strong contracts and hold employers accountable to workers and patients.

In the coming weeks, we'll be scheduling meetings with local elected officials and candidates in and around Walnut Creek, so we can ask for their help in our fight for a fair contract at Rogers. Member participation is critical!

Our advocacy yields meaningful results. For example, over the last year NUHW has sponsored two bills that have been signed into law by Governor Gavin Newsom, both authored by State Senator Scott Wiener:

SB221: This landmark mental health law guarantees Californians the right to timely mental health and substance use disorder therapy sessions; companies must provide sessions within two weeks of a prior appointment, unless the treating therapist determines that a longer wait would not be detrimental.

SB770: Establishes tangible steps on a concrete timeline toward creating a system of guaranteed healthcare for all California residents that will provide better care at lower cost.

Stay tuned for more information about our upcoming meetings. We all need to step up and speak out to win the contract

WHAT'S AT STAKE IN THESE NEGOTIATIONS?

WHAT'S BEEN AGREED UPON SO FAR?

- Preamble
- Severability and Savings Clause
- Bulletin Boards
- Employee Lists
- New Employee Orientation
- No Discrimination
- Shop Stewards

WHAT'S ON THE TABLE NOW?

ITEM	WHOSE COURT IS IT IN?	ITEM	WHOSE COURT IS IT IN?
Work Schedules (PM IOP change)	Management	Seniority and Introductory Period	Management
Recognition	Management	Discipline, Right of Representation, and Personnel Files	Management
Union Membership	Management	Position Posting and Filling of Vacancies	Management
Payroll Deduction of Union Dues	Management	Bereavement Leave	Union
Payroll Deduction of Political Contributions	Union	Jury Duty, Witness Pay, and Voting Time	Management
Standards Preserved	Union	Grievance Procedure and Arbitration	Management
Union Representative Visits	Management	Employer Grievance	Management
Employee Evaluations	Union	Joint Labor-Management Committee	Union
Employee Categories	Management	Exempt Employees	Management
No Subcontracting	Union	Meals and Rest Breaks	Management
Successorship	Union	Reporting Pay	Management

WHAT'S STILL TO COME?

- Wages, wage increases, and wage scales
- Differentials and premiums
- Holidays and PTO
- Leaves of Absence
- Workloads
- Safety
- Education leave and reimbursement, continuing education
- Layoffs
- Health, dental, and vision insurance
- Retirement benefits
- Life and AD&D insurance, disability, HRA and FSA, child care, wellness program, employee assistance program, etc.
- Hours of work and overtime
- Various others

For questions or comments, please reach out to a Bargaining Team member or NUHW Organizer Ellen Kress at ekress@nuhw.org or (669) 242-9237.