

An illustration of a hand holding a red and white megaphone, with sound waves emanating from it, set against a teal background.

SUTTER CARE AT HOME

# NUHW Bargaining Update

February 22, 2024

On Thursday, for the first time, our bargaining team representing every service area met with Sutter management face-to-face at a single bargaining table.

Here is a summary of what we discussed:

## MEDICAL, DENTAL, AND VISION BENEFITS

- Sutter is continuing to demand changes to the PPO and EPO plans starting next year that it has already begun imposing on non-union employees.
- Sutter wants to make workers pay an additional \$150 per pay period to insure their partner if their partner can get medical benefits through their own job. This would amount to an additional \$3,900 in health insurance costs for impacted workers.
- Sutter still wants the right to unilaterally change its benefit programs with only 30-days notice, although it's now proposing that it would start in 2026.
- Sutter wants to implement the same cost increases to its EPO and PPO plans that it already imposed on non-union employees and also wants to limit what it pays for dependents who use Sutter medical as their secondary coverage.

## WAGES

Our Bargaining Committee continued to argue against any changes to the health plans. We also convinced Sutter to meet with us again at a single bargaining table and receive a new comprehensive wage proposal that would compensate us for any healthcare takeaways.

We're still very far apart on many important issues. We must remain resolved to FIGHT for what we deserve.

## NEXT STEPS

*Our next bargaining session will be at the NUHW office at a date to be determined.*