

# IT'S TIME TO AUTHORIZE AN INFORMATIONAL PICKET!

## Vote will take place February 6 and 7

### WHAT IS HAPPENING WITH OUR CONTRACT NEGOTIATIONS?

- We have reached agreement on a number of non-economic items.
- Sutter still hasn't responded on key economic items like PTO, retirement, and bonuses.
- Health insurance: **Sutter is proposing to increase our copays**, and that they can change (or even eliminate!) our health insurance, however and whenever they want, and that we wouldn't even have the right to bargain over it in the future!
- Wage increases: **Sutter is proposing a 1% raise each year** (with no retroactivity for 2022 or 2023 to make up for the raises they withheld).
- We don't have any new bargaining dates scheduled at this point.

### WHY ARE WE VOTING?

Some of us have been bargaining for nearly two years. It's clear that Sutter will continue to drag its feet, and propose takeaways and shameful, insulting wage increases until we force them to do better. If we want to win a strong contract, we have to show Sutter that we are united and serious about fighting for it. Voting to authorize an informational picket is the first step in that process.

### WHAT ARE WE VOTING ON?

We will hold a vote on February 6 and 7 to authorize an INFORMATIONAL PICKET. Once we vote YES, then our Bargaining Team will have the authority to schedule a date for the picket, depending on what happens at the bargaining table. We have to show management an overwhelming YES vote!

### WHAT IS AN INFORMATIONAL PICKET?

An informational picket is a picket line that we set up outside the hospital, but it is not a strike. On the day of the picket, those of us who are off work would come to march on the picket line. Those who are working that day would join the picket line before their shifts, during their breaks and lunch, and after work. We would hold a big rally and invite the media and our friends in elected office and community groups. The action shows management that we're serious and lets them know that we will eventually go on strike, if needed..

### HOW DO I VOTE?

NUHW members at all five bargaining units will receive an email and a text message on the morning of February 6 with a link that you can click on to vote. Make sure we have your correct cell number and email address.



"I'm voting YES. I want them to hear us loud and clear that we are gearing up to fight for what we deserve in our union contract!"

**LAUREEN BORDON**  
Hospice Team Nurse  
San Mateo Hospice  
10 years



"I'm going to vote YES. Sutter has been dragging their feet. We have to force them to take us seriously."

**BROOKE ZAKAR**  
MSW  
Sacramento Hospice  
18 years