

BARGAINING UPDATE

June 28, 2022

We had our second contract negotiation session on Monday evening this week.

We were joined by dozens of our colleagues from the San Mateo and San Francisco branches, who also recently formed their unions. We're all in this fight together!

We made seven proposals on the following articles in our future contract:

- o **Bulletin Board:** Basic language.
- o **Employee Categories:** Would establish the categories of employees: full-time, part-time, short hour, per diem, temporary, limited term.
- o **Management Rights:** Would limit the basic rights that management has to run its operation.
- o **No Strike No Lockouts:** We would agree not to strike during the life of the contract and the employer would agree to do no lockout.
- o **Position Posting and Filling of Vacancies:** We proposed a 7-day internal posting period for all jobs and clear rules for how seniority is applied among applicants.
- o **Reclassification:** Our proposal allows for per diem, short hour, or part-time employees used as part-time or full-time employees to be reclassified to a part-time or full-time status.
- o **Seniority and Introductory Period:** Our proposal would establish the rules for seniority in general and set the probationary period for new employees at 90 calendar days

Management also gave us four counterproposals on items that we proposed in our last session:

- o **No Discrimination:** They mostly agreed with our previous proposal, and we're pretty close.
- o **Employee Evaluations:** Where our proposal stated that evaluations cannot be used for disciplinary purposes or as a reason to deny someone a transfer, management has proposed that evaluations may be used for these purposes.
- o **Savings Clause:** Here also they mostly agreed with our previous proposal.
- o **Preamble:** Our proposal calls for all employees and managers to treat each other with "dignity, respect, courtesy and trust," but management's counterproposal curiously omits the word "respect" and also states that this particular sentence of the contract should not truly be enforceable.



"Being on the Bargaining Team and discussing our proposals that ensure a fair and humane workplace has been an empowering experience. Along with our union colleagues from the other SCAH branches, we're showing Sutter that we're here to make positive changes in our workplaces so that we can provide the best possible care for our patients."

CHARLENE LAGAC, PHYSICAL THERAPIST, SAN LEANDRO

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BARGAINING PREP MEETING

Thursday, July 7, 6-7 p.m.

NEXT BARGAINING SESSIONS

Monday, July 11 at 4 p.m.

Monday, July 25 at 4 p.m.

Zoom link:

<https://us02web.zoom.us/j/81470761679>

All NUHW members are encouraged to attend.

For more information, contact NUHW Organizer Mateo Rebecchi at

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NUHW BARGAINING COMMITTEE

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