

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE
MAY 29, 2020

FIGHTING FOR THE CONTRACT WE DESERVE!

Providence St. Joseph has said that they've given us a "generous offer" in bargaining. But what they're offering is even worse than what our counterparts at Petaluma Valley, Queen of the Valley, and St. Joseph Eureka & Redwood Memorial won in their contracts!

See the reverse for a side-by-side comparison of what we sent to management at our last bargaining session versus their last proposal.

We're the essential workers, yet Providence is trying to strip us of what is essential to us: affordable healthcare and fair PTO. It's clear that Providence wants us to act out of fear and accept a contract that locks us into unfair takeaways for the next four years. As the employees that run the only Level 2 trauma center in Northern California, **we know we deserve better.**

**That's why we're standing together at our informational picket on
Wednesday, June 3, from 11:30 A.M. to 4:30 P.M.**



Talk to your department steward, bargaining team member, or NUHW Organizer to sign up for the informational picket.

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HEALTHCARE WORKERS

SIDE-BY-SIDE PROPOSAL COMPARISON

	OUR UNION'S MOST RECENT SUPPOSAL	MANAGEMENT'S MOST RECENT PROPOSAL
WAGES	<p>4% yearly wage increase, with 2.75% retroactive pay back to June 2019, when our contract expired</p> <p>Add a year 26 step to the current wage scale</p>	<p>3% yearly wage increase, with no retroactive pay</p> <p>Add a year 26 step to the current wage scale</p>
HEALTH AND WELFARE BENEFITS	<p>PPO plan: Management can increase the cost of the PPO plan premiums by up to 10% every year</p> <p>HRA, HSA, EPO plans: Management can increase the cost of the HRA, HSA, and EPO plans by up to 10% combined every year</p>	<p>PPO plan: Management can increase the cost of the PPO plan premiums by up to 25% every year</p> <p>HRA, HSA, EPO plans: Management can increase the cost of the HRA, HSA, and EPO plans by up to 12% combined every year</p>
PTO	<p>Maintain current PTO accrual rates for all employees, including those employees with 15+ years of seniority whose PTO rates were grandfathered in from the previous contract.</p>	<p>Maintain current PTO accrual rates for all employees for the first two years of a contract. For the last two years, decrease the PTO accrual rates for those with 10+ years of service to match the non-unionized Providence Hospitals, capped at 280 hours annually.</p>
FLOATING	<p>Maintain current contract language and include language preventing scheduled employees from being displaced using floating.</p>	<p>Maintain current contract language</p>

For more information, contact NUHW Organizer Larry Ligouri at (707) 484-4105 or liligouri@nuhw.org, or Karissa Tom at (415) 812-2407 or ktom@nuhw.org.

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