

SANTA ROSA MEMORIAL HOSPITAL BARGAINING UPDATE

OCTOBER 21, 2020

We met with the federal mediator on Monday to present our economic proposal and hear management's counter-proposal. We proposed a small change in **Article 22 - PTO**, which would *protect our most senior coworkers from losing PTO* throughout the life of this contract, while still *making movement toward an agreement with management*.

We did not make any changes to our proposals on wages or healthcare.

Management returned with a counterproposal on PTO that would delay the change to the Providence system of PTO until the last year of the contract.

See the other side for our most recent proposal contrasted with management's most recent proposal.

We believe we've made significant progress by accepting the new Providence PTO accrual system in the last year of the contract. Now we ask management to make meaningful movement so that we can reach an agreement. But management isn't reciprocating, and has even accused us of not moving *enough*. We're eager to settle a fair contract, but we're not willing to sacrifice what is essential to us.

Although we're frustrated that bargaining is moving slowly, we've seen management make minor movements every time we meet, as we saw on Monday. We look forward to more bargaining dates in November.



JOIN US AT OUR NEXT BARGAINING SESSIONS

Monday, November 2
1:00 P.M. to 5:00 P.M.

Monday, November 9
9:00 A.M. to 5:00 P.M.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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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>2% yearly wage increase, with no retroactive pay</p> <p>Add a year 26 step to the current wage scale</p>
Health & 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 5% 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 10% combined every year</p>
PTO	<p>Maintain current PTO accrual rates for all employees until July 2024, and the hospital will provide 32 PTO hours per year to all employees who had been accruing PTO at the “grandfathered” rate</p> <p>In July 2024, the hospital will provide a one-time deposit of 16 PTO hours to employees with 10-15 years of service.</p>	<p>Maintain current PTO accrual rates for all employees until January 2024. In 2024, 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> <p>In January 2024, provide a one-time deposit of 32 PTO hours for employees who had been accruing PTO at the “grandfathered” rate, and 16 PTO hours for employees with 10-15 years of service.</p>