

SANTA ROSA MEMORIAL HOSPITAL
BARGAINING UPDATE
SEPTEMBER 29, 2020

Last Friday, we continued negotiations with management. After long discussions, our bargaining team proposed a thoughtful counterproposal on **Article 22 - PTO** and **Article 21 - Health and Welfare** that move towards management while protecting our coworkers' access to sick time and affordable healthcare. We proposed:

- **Article 22 - PTO:** Upon ratification, maintain current PTO accrual rates for all employees until July 2024, and the hospital will provide 32 PTO hours per year through the life of the contract to all employees who had been accruing PTO at the "grandfathered" rate. In July 2024, move to the Providence system of PTO that caps PTO accrual rates at 280 hours annually for the most senior employees. In July 2024, the hospital will provide all employees a one-time deposit of 16 PTO hours.
- **Article 21 - Health and Welfare:** Cap increases to the cost of healthcare by up to 10% per year for the PPO and up to 5% per year for the HRA, HSA, and EPO combined.

Later that afternoon, management came back with a counterproposal on these articles. They proposed:

- **Article 22 - PTO:** Maintain current PTO accrual rates until October 2023, then decrease PTO for employees with 15+ years of seniority as of August 27, 2016 from 312 hours/year to 280 hours/year. Upon this transition, employees with the "grandfathered" PTO accrual rate would receive a one-time deposit of 32 hours of PTO, and employees with 10-15 years of service would receive a one-time deposit of 16 hours of PTO.
- **Article 21 - Health and Welfare:** Starting 2022, increase costs of healthcare up to 25% per year for the PPO and up to 10% per year for the HRA, HSA, and EPO combined

Providence's proposal is far from acceptable. We can't afford steep increases to our healthcare, particularly since management has consistently denied giving us retro pay for the last year of bargaining.

However, we are proud that our persistence has forced management to move in the direction of crediting employees for their accrued PTO and making them pay us for any takeaways incurred.

The only way to prevent these takeaways is to continue to stand together and participate in negotiations to show management that we're not backing down.

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

**JOIN US:
NEXT BARGAINING
SESSION**

**Thursday, October 1
11 A.M. to 5 P.M.**

Contact your department steward, bargaining team member, or NUHW organizers for the Zoom link to join.

SIDE-BY-SIDE PROPOSAL COMPARISON

ARTICLE	OUR UNION'S MOST RECENT PROPOSAL	MANAGEMENT'S MOST RECENT PROPOSAL
Wages	4% yearly wage increase, with 2.75% retroactive pay back to June 2019, when our contract expired.	2% yearly wage increase, with no retroactive pay. Add a year 26 step to the current wage scale.
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 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. Upon ratification, the hospital will provide 32 PTO hours per year through the life of the contract to all employees who had been accruing PTO at the “grandfathered” rate.</p> <p>In July 2024, move to the Providence system of PTO that caps PTO accrual rates at 280 hours annually for the most senior employees. The hospital will provide all employees a one-time deposit of 16 PTO hours.</p>	<p>Maintain current PTO accrual rates for all employees until October 2023. In 2023, 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 October 2023, 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>