

SALINAS VALLEY MEMORIAL HOSPITAL BARGAINING UPDATE

JULY 15, 2021

**NEXT
BARGAINING
SESSION**
WEDNESDAY,
AUGUST 4 - 9AM
DRC-ABC

At our July 14 bargaining session, we presented our economic proposal. We proposed a 5 percent wage increase in August 2021, followed by 4 percent increases in August 2022, 2023, and 2024. We also proposed special market adjustments for a few classifications that the data shows adjustment is warranted.

We told management we were prepared to negotiate and even continue late into the evening. But management gave us no response at all.

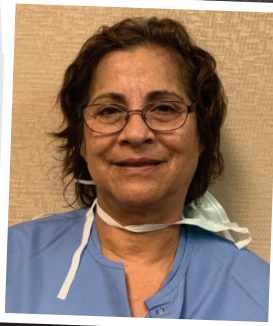
This was our last day of negotiations before our contract expires on July 31. Why? Because the Hospital is not willing to meet with us any further during the month of July. We do have negotiations scheduled for August 4, 5, 11, 12, 18, and 19 – **after** our contract expires and **after** we should receive our annual wage increase.

What happens after our contract expires on July 31? Almost nothing. All of the protections and guarantees in the contract remain in place under the law. The only real difference: Working under an expired contract, we have the right to strike. We hope it doesn't come to that, but it's our right if management doesn't start moving in the right direction.



Management rejected our offer for a contract extension!

"We offered the hospital a one-month extension of the contract if they would simply agree to retroactivity on the first wage increase. We told them that it's the right thing to do, given what we all went through this past year with the pandemic at our hospital. As a show of respect and appreciation, they could agree to extend the contract, and the wage increase, whenever we settle on the number, would be retro to August 1. But they refused our offer." – Jennifer Lukasik, Cath Lab, 4.5 years



And they want to increase our healthcare costs!

"As if all of this wasn't bad enough, the hospital also told us this week that they will be giving us a proposal to increase our healthcare costs! Unbelievable. We've had 5 all-day bargaining meetings with them, and we've given them all of our proposals, even economics, and they didn't say anything about this. But now the cat's out of the bag. We still don't know the details, because they still haven't even given us a proposal, but they're coming after our health benefits. Get ready, folks. It looks like it's going to be another fight." – Rosie Tsuda, Environmental Services, 26 years

JOIN OUR FIGHT - COME TO BARGAINING - SIGN THE PETITION

Our next bargaining session is on **Wednesday, August 4 at 9AM** in DRC-ABC. All members are encouraged to attend!

We must do "Whatever it takes" to win the contract we deserve. Please be sure to sign the petition pledging your commitment to the fight! NUHW reps and leaders will be in the cafeteria with the petition on Friday.

Let's send a strong message to Management that we are united and ready to fight!

Questions? Please contact your department steward or NUHW Organizer
Toni Macias at (210 843-7776 or tmacias@nuhw.org).