

SALINAS VALLEY MEMORIAL HOSPITAL  
**ARGAINING UP ATE**  
AUGUST 16, 2021

## We'll do **WHATEVER IT TAKES** to win a fair contract

Over the last several weeks, hundreds and hundreds of us signed the petition committing to do whatever it takes to win a fair contract.

On the afternoon of August 11, a group of about 50 NUHW members at SVMH marched to COO Clement Miller's office and delivered these petitions, showing him that we're serious about these negotiations. We made it

clear that we expect them to agree to a fair contract, and that we will take serious action to make sure that it happens!



### **BARGAINING UPDATE: AUGUST 11 SESSION**

While we remain very far apart on the major, economic matters, we did see some movement from the Hospital.

- They backed off of their proposal to increase the probationary period for per diem employees.
- They backed off of their proposal to increase the length of time that a Second Written warning can be used as a basis for further discipline.
- They backed off of their proposal to take away the 1.5x pay when working on a scheduled day off.

### **What's left on the table?**

- Uniforms and scrubs: The Hospital is still proposing that they should no longer pay for our scrubs.
- Sick leave and PTO: The Hospital is still proposing that we should no longer accrue sick leave and PTO when we're out on paid sick leave.
- Health insurance: The Hospital is still proposing more than doubling our cost for health insurance for employees who have covered dependents, and increases to copays, deductibles, and out-of-pocket maximums in Tier 2 (Anthem).
- Dental insurance: The Hospital is still proposing to add a \$50 deductible and to increase our costs if we have covered dependents.
- Wage Increases: The Hospital is still proposing just 2% each year, with NO retroactivity for this year.



*"The fact that so many of us signed the petition, and so many of us participated in the visit to the COO's office, really shows how serious we all are. I'm proud to be standing with my coworkers and fighting for a strong, new contract!"*

*– Monica Baudour, Coder/Abstractor Clerk, 23 years of service*

Questions? Contact your steward or NUHW Organizer Toni Macias at (210) 843-7776 or [tmacias@nuhw.org](mailto:tmacias@nuhw.org).