

AHMC: SETON MEDICAL CENTER & SETON COASTSIDE

BARGAINING UPDATE

In October of 2023, AHMC unilaterally changed our health insurance to a new EPO plan. Since then we filed a grievance which is set to go to arbitration in October 2024.

Over the course of contract negotiations in the past 10 months, we have made large strides including making improvements to our PTO accruals, protecting our education leave, and significantly reducing the cost of the PPO plan. However, AHMC has not yet provided any viable resolution to settle our grievance and make us whole for the hardships created when decimating our previous health plans.

At bargaining on July 26, AHMC presented a package proposal to us including wage and PTO accrual increases, PPO employee contribution reductions, and EPO out-of-pocket maximum reductions that we have fought to secure with the caveat that we drop our grievance without settlement or resolution.

In response, we presented a counter proposal including their package proposal with an additional reduction to the PPO plans out-of-pocket maximums as a viable settlement for our grievance.

"It doesn't make sense for us to give up our right to arbitrate without AHMC settling our grievance. We appreciate all the movement that AHMC has made towards us, but it doesn't change the hardships they created in the first place."

**— Michelle Manalese, LVN
20 years at Seton**



**NEXT
BARGAINING
SESSION**
Friday, August 2
12:00 p.m.

For more info, contact NUHW Organizer Lealani Manuta at Imanuta@nuhw.org or (415) 590-0135.