

TENTATIVE AGREEMENT REACHED WITH AHMC-SETON!

NUHW bargaining committee unanimously recommends ratification

On November 11, we reached a tentative agreement for a one-year contract with AHMC-Seton! We stood together and management agreed to our demands, including:

- Maintaining the health plan benefits we enjoyed under Verity, including a free EPO option
- Maintaining the PTO accrual rates and shift differentials we had under Verity
- No subcontracting

Finally, we fought and stopped AHMC's attempt to eliminate all of the Extended Sick Leave we accrued while employed with Verity. Workers who were employed by Verity-Seton will carry-over up to these indicated ESL (Reserve Sick) hours from their Verity ESL bank, based on years of service:

YEARS OF SERVICE	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
0-2	50 hours	25 hours
3-4	80 hours	40 hours
5-9	100 hours	50 hours
10-14	130 hours	65 hours
15-19	150 hours	75 hours
20+	180 hours	90 hours

"We saved our subcontracting protections and fought to carry over more ESL from Verity than AHMC initially wanted to provide. This is our first contract with AHMC - in the coming year, we will come back to the bargaining table to fight for better retirement benefits and fair wage increases. I wholeheartedly back this one-year contract, and I'm excited to vote to ratify."

— Dee Ann Doody, PBX Operator

MEMBERSHIP/ RATIFICATION MEETINGS

VIA ZOOM

These meetings are our chance to ask questions directly from bargaining team members, who put in long hours to make sure we won a fair contract with AHMC.

Friday, November 20

9AM to 10:30AM and 11:30AM to 1PM

Saturday, November 21

9AM to 10:30AM and 11:30AM to 1PM

Please make every effort to attend!

RSVP at [NUHW.org/Seton-RSVP](https://www.nuhw.org/Seton-RSVP).

If you have any questions, please contact your steward, bargaining team member, or your NUHW Representative, Teddy Watler, at (562) 277-0713 or twatler@nuhw.org.

YOUR SUPPORT CAN MAKE A BIG DIFFERENCE!

Support the elected leaders who stand with healthcare workers

The political action of NUHW members at Seton and Seton Coastside, under normal circumstances, is important because healthcare is highly regulated and financed by those we elect to public office. Our political involvement has taken on even greater importance over the last five years, with the departure of the Daughters of Charity, the new ownership and bankruptcy of Verity, the attempted and failed acquisition of Seton by KPC, and now Seton's acquisition by AHMC.

Over that period, those political leaders we have supported, both financially and through our volunteer efforts at election time, have stood by us:

- **Supporting our efforts during contract negotiations** with Verity, including facilitating a community town hall attended by more than 100 members, community leaders, and local office holders
- **Fighting to keep our hospital open** by supporting AHMC's takeover during hearings conducted by the California Attorney General
- **Securing additional funding from the Governor**, specifically for Seton, to care for COVID-19 patients when the hospital was in danger of going under financially
- **Meeting with bargaining committee members** to hear concerns regarding negotiations with AHMC management;
- **Urging AHMC management to settle a fair contract** with NUHW members

While we accomplished much during our negotiations with AHMC, much remains to be done. When we return to negotiations a year from now, we will be fighting to improve our retirement plan and achieve fair wage increases. To win at the bargaining table, we need the support of our elected friends and community leaders; they will also help in the effort to secure the needed revenue sources to keep our hospitals financially viable. But we cannot do this without the support of members and other stakeholders, as membership dues cannot be used for these purposes.

Will you contribute \$5 per month to NUHW's Committee on Political Education (COPE) to support the elected leaders who stand with healthcare workers?

For about the price of a coffee at Starbucks, you can help make improvements for you and your coworkers, your families, and the communities you serve.

Sign up today at NUHW.org/Seton-COPE.