

AHMC TO TAKE OVER OPERATIONS AT SETON ON FRIDAY, AUGUST 14

We were notified by email on Monday that AHMC will begin operating Seton Medical Center and Seton Coastside at 12:01 A.M. on Friday, August 14, 2020. Until bargaining resumes, we will no longer have a contract with AHMC. AHMC's Terms and Conditions of Employment will become active.

Instead of taking care of workers during a pandemic, AHMC is going to kick off their management of Seton with painful takeaways. But we still have a chance to fight for a fair contract. More than ever, we must stay informed, stay united, and to be ready to push for the protections and benefits we deserve.

While we fight to get back to the bargaining table, it's important that we all fill out NUHW's COVID-19 survey. The survey is our chance to share our experiences about working during the pandemic, and it only takes a couple minutes. If we all fill it out, we can stand together to more effectively lobby elected officials, demand a contract that keeps us safe, win protections like better PPE, and fight to earn our ESL back.

Contact your steward or bargaining team member for a copy, or access the survey at [NUHW.org/Survey](https://www.nuhw.org/Survey)

Below are pertinent updates about the transition that we should all be aware of. If you have any questions about how AHMC's Terms and Conditions of Employment will impact you, contact your steward, bargaining team member, or your NUHW Representative, Teddy Watler, at (562) 277-0713 or twatler@nuhw.org.

Our PTO will be transferred over. However, if members have saved PTO above the caps listed below, they will not accrue additional PTO until they have used enough PTO to fall below the AHMC Terms and Conditions cap. There will be no PTO cash outs.

LENGTH OF SERVICE	AHMC PTO CAP	HOURS ACCRUED PER PAY PERIOD
31 Days to 4 Years	280.8 Hours	7.2
4+ Years to 8 Years	343.2 Hours	8.8
8+ Years	405.6 Hours	10.4

Members on Leaves of Absence will begin to use their PTO instead of their ESL, since no ESL will transfer over under AHMC's Terms and Conditions of Employment.



"We'll do whatever it takes. We fought before and we will fight again. We will fight for no subcontracting, for ESL, for retirement, for patient care, and for no management's rights. We want to fight to have a good relationship between management and staff, too – we don't want to go backward. We've lost a lot, and we've been in tough situations for the last five or six years with little certainty. So many hospitals around us are ahead of us with wages, retirement, and health insurance, but we haven't abandoned our patients. We are here because we will stand to fight for our patients, our families, and ourselves. AHMC cannot lower us to their standards – they must rise to meet ours."

– Suad Husary, Respiratory Therapy, 24 Years