

OCTOBER 8, 2020

NUHW-AHMC BARGAINING UPDATE

AHMC began operating Seton and Seton Coastside with alarming takeaways, including changing our PTO accrual rates and introducing a premium on our medical plans. Our bargaining committee has pushed back, fighting to keep past practices and win on our two open issues: **carry over of Extended Sick Leave** and **protections against subcontracting**.

We've had two bargaining sessions with AHMC over the past two weeks. On October 1, we presented our COVID-19 petition, with more than 270 signature from workers. Management heard our concerns about hospital communication, testing availability, and ESL rollover if we become sick— now it's time for them to ACT, and take the steps to keep us safe at work.

On October 7, we presented our counter proposals – see below for how our counter proposals compare to AHMC's Last, Best, and Final offer made in July. Management has agreed to respond to our proposals with additional bargaining dates.

We've made some movement, but it's unfair for AHMC to completely eliminate our ESL. Will you attend our next bargaining meeting so we can show AHMC we are united to win a fair contract?

| ISSUE | AHMC'S LAST, BEST & FINAL OFFER | OUR NEW COUNTER PROPOSAL |
|---|--|--|
| Subcontracting | No subcontracting protections – we are at risk of being subcontracted out. | Ban on any and all subcontracting of bargaining unit work performed by employees. |
| Extended Sick Leave/ESL (Reserve Sick/RS) Carry Over | RS Cap of 240 Hours 40 Hours of carry over for all employees (When we voted down the Last, Best, & Final, AHMC took away everyone's ESL). | Employees hired by AHMC will have their RS banks preloaded as follows: <ul style="list-style-type: none"> • 0-5 years: 80 hours • 5-10 years: 100 hours • 10-15 years: 140 hours • 15-20 years: 180 hours • 20+ years: 220 hours |
| PTO/ESL Accrual Language | Regular employees accrue PTO/RS based upon scheduled hours each pay period. Regular Part-time employees accumulate 0.93 RS hours each pay period, with a maximum RS accrual per 12 months of continuous employment of 24 hours. | Regular employees accrue PTO/RS based upon scheduled hours each period. Regular Part-time employees shall accumulate PTO/RS each pay period in accordance with the schedules provided in this Section, but such accrual will be prorated in the same ratio that the employee's work schedule bears to a full-time schedule. |

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