

# FREQUENTLY ASKED QUESTIONS ABOUT OUR CONTRACT

## Do we have a contract with AHMC Seton?

Yes! We voted to ratify our contract and it went into effect on November 30, 2020.

## Has AHMC Seton signed the contract?

Yes, AHMC Seton has signed our Tentative Agreement, and the contract is in effect and enforceable.

## Where can I see the contract? Are there new red books?

Hard copy books of the contract are still being prepared for the printer, but you are able to view the contract in full digitally. Contact your steward or bargaining team member for a copy.

## Why are we receiving the wrong PTO accrual rates?

We met with AHMC Seton on January 8, 2021 to discuss contract implementation concerns. AHMC Seton claims that there are challenges with implementing the contract, in particular the correct PTO rates, because of the ways the payroll system must be re-coded to reflect the changes. While AHMC acknowledged that changes will be made retroactively to November 30th, it's taking too long for things to get back on track.

## Should I receive PTO on holidays? Should I be paid holiday pay for MLK Day and Presidents Day?

Yes, we bargained with AHMC to add MLK Day and Presidents Day back to our list of NUHW Holidays, and our contract states that PTO is accrued on holiday pay. Many of us didn't get the right pay for MLK Day--you should check your own pay stub to find out.

## I wasn't paid Double Time or a Nighttime Differential for hours I worked. What should I do?

If you believe there has been an error in your paystub, reach out to Payroll. If Payroll will not fix the issue, contact your steward or NUHW representative, Teddy Watler, at (562) 277-0713 as soon as possible.

## Where is my ESL? Will I get all of my ESL back?

We reached an agreement with AHMC for employees to receive a portion of their ESL based on their years of service.

AHMC Seton has not yet given employees their ESL back, but you are entitled to those hours. The chart below lays out the maximum you should expect to carry-over from your Verity bank:

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

## Why are my health plan costs still high? Why am I having challenges with my insurance?

Under our agreement, we returned to the free EPO health plan option we had under Verity. If you are experiencing continued EPO deductions, unusually high copays, or have been told that you are not insured following a medical, dental, or vision visit, contact your NUHW representative.

## What are we doing to hold AHMC Seton accountable to our contract?

We have filed a class action grievance to make all NUHW employees whole for the PTO, ESL, and incorrect benefits deductions. We have also alerted our local political allies, including San Mateo County Supervisor David Canepa, and will continue to put pressure on AHMC Seton to respect us as the caregivers and workers who have fought for our hospital to stay open--we deserve better than what AHMC Seton has given us!

## How can I get involved?

Our NUHW Seton Steward Council meets monthly to discuss issues at Seton and we will develop an escalation plan to get our contract enforced. Reach out to your steward, bargaining team member, or NUHW representative for more information.

*Make sure to keep track of any errors you see on your pay stubs so we know exactly what AHMC Seton owes us.*

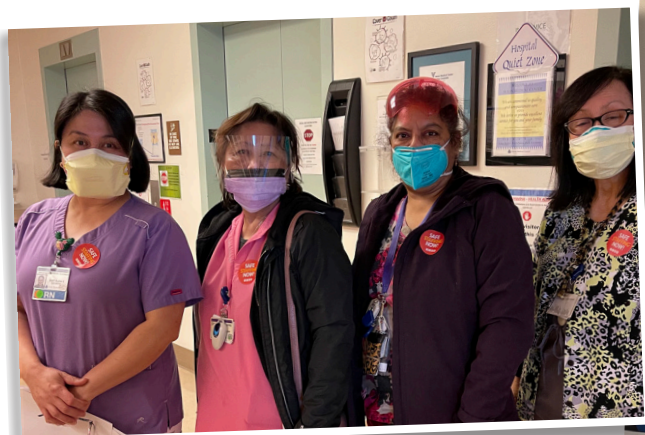
For more info, contact NUHW Organizer Teddy Watler at (562) 277-0713 or [twatler@nuhw.org](mailto:twatler@nuhw.org)



# STICKER-UP FOR SAFE STAFFING!

While Seton has proposed layoffs, WE know that we are simply too short-staffed around the hospital. Across departments, we are working extra shifts just to get by.

That's why workers on the 4th floor organized a sticker-up to demand safer staffing levels on the Sub-Acute unit. Workers have been stretched too thin for too long, and it's affecting patient care. While Seton has posted some open positions, we demand that Seton works quickly and develops creative solutions to prevent short-staffing.



*"Treat patients as a WHOLE with no HOLES in our schedule!  
Following the nurse-to-patient ratio means better care for patients."*

*Queen Fabia, 4th Floor Sub-Acute CNA*

For more info, contact NUHW Organizer Teddy Watler at (562) 277-0713 or [twatler@nuhw.org](mailto:twatler@nuhw.org)