

FACT SHEET

Seton workers fighting takeaways at community hospital

The Issue

Seton Medical Center is a vital safety net hospital for residents in Northern San Mateo County and parts of San Francisco, but the new owner, AHMC, has been cutting services and is now unilaterally eliminating health benefits for workers and demanding takeaways in contract bargaining that would make it even harder to safely staff the hospital and provide services for the surrounding communities.

The Workers

NUHW represents 496 workers at AHMC Seton Medical Center, a 183-bed acute care hospital, and AHMC Seton Coastside, a nearby skilled nursing facility. The workers, all of whom face severe cuts to their health plan, include speech therapists, physical therapists and occupational therapists who recently ratified a contract as well as nursing assistants, licensed vocational nurses, medical technicians, respiratory therapists, housekeepers and food service staff whose contract expires on Dec. 29, 2023.

AHMC

Advanced Healthcare Management Corporation (AHMC), led by CEO Jonathan Wu, purchased Seton hospital out of bankruptcy court in late 2020. Although the company that operates nine acute care hospitals in Southern California, has proceeded with required seismic retrofits, it has significantly reduced services and cut staffing at Seton.

AHMC's Healthcare Takeaways

In violation of its union contracts, AHMC is unilaterally changing health benefits for all employees, including nurses represented by CNA. The new health plan, slated to go into effect Jan. 1, 2024, would severely limit workers' choice of doctors and hospitals. The only hospitals covered under the new plan currently are Seton and John Muir, which will force many workers to leave for jobs that offer health benefits they can actually use. In addition, AHMC is tripling the amount of money workers must spend on healthcare before their co-insurance begins to cover costs — from \$2,000 to \$6,000 for families.

AHMC's Demands at the Bargaining Table

With bargaining underway on a new contract, AHMC is proposing to undo a ban on subcontracting, eliminate educational leave and reduce vacation accruals.

AHMC's Cutting Staff and Services

Between December, 2021 and November, 2023, the number of NUHW-represented service and tech workers at Seton Medical Center and Seton Coastside dropped 18 percent, from 577 to 474. The hospital has surrendered its Advanced Stroke Certification, and stopped providing 24/7 Interventional Radiology, Echocardiology and Vascular Cardiology services, forcing some patients to wait weeks for procedures. Hospital officials have informed workers recently of their intent to reduce the number of operating rooms as well as end 24/7 Imaging services.

AHMC profitability

Yes. In 2022, the most recent year for which financial data are publicly available, AHMC reported a \$42.1 million net profit despite posting an \$11 million loss at Seton.