

BARGAINING UPDATE

August 16, 2022

NEXT
BARGAINING
SESSION
SEPTEMBER 1
1 P.M.

Our NUHW Bargaining Committee met with management this week for a fifth negotiation session.

MANAGEMENT PRESENTED TWO PROPOSALS:

- **Bereavement Leave:** We're very close to agreement here, and this will include three days of bereavement leave pay in the event of the death of a family member and one day for a relative.
- **Leaves of Absence:** Management presented a proposal covering medical leaves, family care leaves, and pregnancy leaves. They say that their proposal matches current policy and would not change anything from the current policies and practices.

WE ALSO PRESENTED TWO PROPOSALS:

- **Employee Evaluations:** We held firm that annual employee evaluations must be honest and transparent, and entirely separate from discipline.
- **Seniority:** We're very close to agreement here, but it's important that we get the language just right as it will govern how seniority is defined for all employees.

TOWARD AGREEMENTS:

- Later in the day, management returned and offered a new counterproposal on **Employee Evaluations**, in which they moved significantly and are now agreeing that evaluations will be nondisciplinary. Though we have not yet reached final agreement on this item, we are getting closer.
- We also reached a Tentative Agreement on **Jury Duty** where the current policy providing pay for employees while serving on a jury will be codified in our union contract.

NEXT BARGAINING SESSION

Thursday, September 1 at 1 p.m.

Zoom link: <https://us02web.zoom.us/j/81470761679>

All NUHW members are encouraged to attend.

NUHW MENTAL HEALTH STRIKE

On Monday August 15, over 2,000 NUHW members who work for Kaiser Permanente began an open-ended strike to make Kaiser fix its mental health care system. There are picket lines daily at clinics and hospitals in the Sacramento Area, the Bay Area, and the Central Valley. Here's the schedule: nuhw.org/2022-kaiser-strike-dates-and-locations.