

BARGAINING UPDATE

September 1, 2022

**NEXT
BARGAINING
SESSION
SEPTEMBER 22
1:30 P.M.**

Our NUHW Bargaining Committee met with management for a sixth negotiation session.

MANAGEMENT PRESENTED THREE PROPOSALS:

- **Seniority and Introductory period:** They made some movement toward our last proposal.
- **Corrective Action:** There are still some sticking points we have to work out but the parties are close to agreeing to basic tenets of progressive discipline, just cause, and the non-use of disciplinary records older than a year.
- **Grievance Procedure and Arbitration:** Where our proposed grievance procedure would allow the parties the option of doing mediation before a grievance goes to arbitration, management's proposal would require mediation (with no real time limit) before we can advance a grievance to arbitration.

WE PRESENTED AND REACHED AGREEMENT ON THREE PROPOSALS:

- **Bereavement Leave:** We'll have three days of bereavement leave pay in the event of the death of a family member and one day for a relative; it's explicit in the contract that family members include domestic partners.
- **Domestic Partner:** Employees' domestic partners will be recognized by Sutter either by state registration, registration with a city/county, or by completing an internal Sutter affidavit of Domestic Partnership.
- **Seniority and Introductory Period:**
 - o Seniority for Full-time and Part-time employees is based on most recent hire date.
 - o Seniority for Short-Hour and Per Diem employees is based on total number of hours worked at SCP, and when a Short-Hour or Per Diem employee becomes a Full-time or Part-time employee, seniority is based on hire date into the Short-Hour or Per Diem position.
 - o Introductory (probationary) Period is three months, and employees shall have no seniority rights during the introductory period, but seniority is applied retroactively once the introductory period ends.

2022 Merit Raises

Sutter has announced that they will not provide annual merit increases to NUHW members this year. This is a clear violation of the law. They are required to maintain all past employment practices and policies while we negotiate our first contract. We have filed an Unfair Labor Practice charge with the National Labor Relations Board, and will keep you all posted in the weeks to come. Remember: Sutter didn't want you to form a union, and now they're trying to make you lose hope. Stay united. Attend our next bargaining session to show them how serious we are about winning a strong contract.

NEXT BARGAINING SESSION

Thursday, September 22 at 1:30 p.m.

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

All NUHW members are encouraged to attend.