

NUHW CONTRACT BARGAINING UPDATE

December 21, 2022

We discussed several topics during bargaining with Sutter Hospice San Mateo on December 20, 2022.

The union presented proposals on the following articles:

- o Leaves of absence
- o Group life insurance
- o ESL
- o Distribution of workload
- o Education leave
- o Safety
- o Reduction in force
- o Wages and compensation
- o Holidays
- o Scheduling and hours of work
- o Paid time off
- o Labor management and quality of care committee

Sutter management presented proposals on the following articles:

- o Position posting and filling of vacancies
- o Recognition
- o Reduction in force
- o Reclassification
- o Grievance procedure
- o Medical, dental, vision
- o Leaves of absence
- o Group life insurance
- o Scheduling and hours of work
- o Labor management and quality of care committee
- o Long term disability

Tentative agreements were reached on the following articles:

- Employee Evaluations
- Joint Labor Management Quality Control Committee

“On December 20, Sutter mentioned in bargaining that they felt negotiations were moving at a good pace; we couldn’t disagree more. We let them know how disappointed we were with the pace of bargaining. We want to see Sutter treat us respectfully and agree to meet with us more frequently and outside of working hours. We will continue to do whatever it takes to get a fair and decent contract as soon as possible.”

—DONABELL REFOL-BORJA
RN



We have yet to schedule any bargaining dates, but we proposed the following dates to meet in the new year 2023: 1/5, 1/23, 2/1, 2/8, 2/14, 2/23, 2/28.

As always, we will keep you updated on any developments. Please check with your bargaining team members or Union representative if you have any bargaining questions.

Questions? Contact an NUHW Bargaining Committee member or NUHW Organizer Mateo Rebecchi at (206) 218-6018 or mrebecchi@nuhw.org.