

Sutter Center for Psychiatry

BARGAINING UPDATE

Wednesday August 10, 2022

Our fourth negotiation session began with 16 items in management's court and only three items in our court.

We presented counterproposals on two of our items: Savings Clause and Preamble

We also presented three new proposals:

- **Bereavement Leave:** Would guarantee three (3) days of bereavement leave pay in the event of the death of a family member and one (1) day for a relative.
- **Jury Duty:** Would establish that full-time and part-time employees are paid their base wage rate when serving on a jury.
- **Grievance Procedure and Arbitration:** Would establish the basic procedure that we can use to hold management accountable if and when they violate our union contract, the law, or any of their own policies.

Of the 16 items in management's court, they only presented three counterproposals:

- **Bulletin Boards:** Management's proposal is that they will provide a single bulletin board for us to post union notices and information, but nothing can be posted until they approve it. Also, their proposal would limit our free speech by prohibiting anything political, anything related to our union campaigns, and anything that "disparages or demeans" management, and they would get to determine what they think is disparaging or demeaning.
- **Employee Evaluations:** Management is proposing that employee evaluations may be used for disciplinary purposes and for denying transfers to new positions, AND that evaluations cannot be grieved through the grievance procedure.
- **No Discrimination:** We're still fine-tuning the language, but we are close to agreement on this.



RUBY LOCKE,
Unit Secretary

"We're fighting to restore mutual respect and dignity to the evaluation process, but management wants to use our annual evaluations as a disciplinary tool. We all have to stand together to protect our rights."

NEXT BARGAINING SESSION

Tuesday, August 16 at 9:15am

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

All NUHW members are encouraged to attend.

NUHW MENTAL HEALTH STRIKE

Starting Monday August 15, over 2,000 NUHW members who work for Kaiser will begin an open-ended strike to make Kaiser fix its mental health care system. There will be picket lines at clinics and hospitals in the Sacramento Area, the Bay Area, and the Central Valley. Come join your union brothers and sisters on their picket lines. Here's the schedule: nuhw.org/2022-kaiser-strike-dates-and-locations.