

NUHW Bargaining Update: October 20 & 21

Last week we met with management for two additional bargaining sessions. We continued to discuss proposals on Scheduling, Layoffs and Reduction of Hours. We also presented our wage proposal to management.

While we are in agreement with management on some parts of our proposals for Layoff and Reduction of Hours, we have several concerns about what management is proposing. For example, management continues to propose that “formal discipline” (i.e. anything above a Verbal Counseling) may be considered over seniority in the event of a layoff and that the hospital will determine if seniority will be used. Management continues to reject our proposal that would require the hospital to work with employees to make every effort to avoid layoffs. This is a standard part of union contracts at area hospitals that allows the parties to work collaboratively to prevent layoffs.

In preparing our wage proposal we compared wage at Memorial to wages at area union hospitals like Sutter Santa Rosa, Kaiser Santa Rosa and Catholic Healthcare West (CHW) hospitals in San Francisco. In doing this survey, we learned that employees at Memorial are paid, on average, 9% less than workers at Sutter and 35% less than workers at CHW and Kaiser. These workers also have annual raises of at least 3%, in addition to step increases. In an effort to start to bridge this gap, we proposed an across the board raise of 12% and 4% raises each year for three years. While this is just a proposal, we believe it is reasonable and reflects the hard work and dedication of Memorial employees.

Upcoming Bargaining Sessions

Our next bargaining sessions are Thursday, November 10 from 3:00 to 8:00 p.m. in hospital conference rooms B & C and Friday, November 11 from 9:00 a.m. to 12:00 p.m. in the Life Learning Center. All members are encouraged to attend.