

NUHW Bargaining Update: November 16

At our bargaining session Wednesday, we exchanged the following proposals with management:

- **Career Opportunities** – Management continues to propose that employees with discipline of a Verbal Warning with a CAP or higher are ineligible for tuition reimbursement. They also want to be able to discontinue tuition reimbursements at any time. We proposed that the maximum reimbursement of \$3,000 be maintained just like wages, health insurance and retirement.
- **Filling of Vacancies** – While we do agree with management that employees who transfer into a new position or department should not be subject to a new probationary period, we are concerned about management's position that anyone with any discipline be disqualified from applying for a vacant position. Also management only wants to use seniority to fill vacancies when they choose to. We proposed that vacancies be given to the most senior qualified applicant and we objected to creating additional punishments beyond the existing disciplinary process.
- **Committees** – In our initial proposal, we proposed two committees that would encourage collaboration between employees and management on issues of mutual concern like staffing, quality patient care and workplace safety. In our proposal there would be a dispute resolution process to keep both sides honest and encourage them to reach consensus. Management's proposal has no process for resolving disputes and expressly excludes issues of staffing or patient care.
- **Compensation** – We presented management with the rest of our proposal on compensation that includes, call and stand-by pay, shift differential and pay for time spent conducting training and orientation.

Economic Issues

We are still waiting for a response from management to our proposal on wages, which was 12% across the board in the first year and 4% each year for three years. This proposal would bring our wages to slightly above wages at Sutter Santa Rosa. However, we reviewed what Memorial reported to the state about their finances from July 1, 2010 to June 30, 2011 and learned that our hospital made \$26,459,618 in profit during that fiscal year. We believe that with healthy financial results like these, Memorial can afford to pay its employees competitive wages that reflect the quality of work we do at our region's Trauma Center.

Next Bargaining Session

Our next bargaining sessions will be Wednesday, December 7 from 12:30 to 9:00 p.m. and Thursday, December 8 from 9:00 a.m. to 12:00 p.m. in the Life Learning Center. All members are encouraged to attend.

