

NUHW Bargaining Update: December 7 & 8

We had two more bargaining sessions with management this Wednesday and Thursday and reached the following tentative agreements:

- **Leaves of Absence** – Describes the policies governing Personal Leaves of Absence and Voluntary Leaves for Disaster Services. Also lists those leaves provided by law (i.e. Workers Comp, FMLA, Military Leave, etc).
- **Safety and health** – The hospital will review and investigate concerns from employees and the union regarding health and safety, in addition to following applicable laws.
- **Agreement and Recognition** – Defines the parties entering into agreement in our contract and which jobs are covered by the contract. Requires that new jobs doing bargaining unit work at the hospital will be included in the union.
- **Labor Management Advisory Committee (LMAC)**– Creates a committee of equal parts management and union members who will meet to evaluate and recommend improvements in efficiencies or other changes that would benefit employees.

There are a number of outstanding issues still to be resolved. We exchanged proposals on several of them, including the following:

- **Allocation of Additional Hours of Work** – Creates a fair system of allowing employees to volunteer to available shifts, with a preference for employees who have been ROH'd and need to make up hours. We had a productive discussion on this proposal and hope to reach an agreement at our next session.
- **Patient Care Committee** – We have proposed the creation of a committee similar to the LMAC but focused on improving the quality of patient services. Our proposal includes binding arbitration as a method to resolve disputes. This is common language in union contracts at hospitals owned by Sutter, Catholic Healthcare West and Daughters of Charity and provides an effective way to give workers a real voice in patient care. So far, management has rejected this proposal.

Candlelight Vigil

On Tuesday, December 13, we will be joined by community members, religious leaders, elected officials and fellow union members for a Candlelight Vigil outside Memorial to encourage hospital management to agree to a fair contract with job security, a voice in patient care and fair wages. We will meet at the hospital at 5:30 pm. Bring your family and friends!

Next Bargaining Session

Our next bargaining sessions will be Wednesday, December 14 from 9:00 a.m. to 4:00 p.m. in the Life Learning Center. All members are encouraged to attend.

