

One Step Forward, Two Steps Backwards

Yesterday (August 2) we met with the Hospital for the third time, with the participation of state mediator Joseph Rios. Despite a rough start, the Hospital backed off its proposal to make it easier to discipline employees and we were able to agree to some minor changes in jury duty pay. In addition, we signed off on a number of items that had been previously been agreed to, maintaining standards from the previously expired contract.

Hospital Still Demanding Huge Concessions

Despite this modest progress, SVMH continues to demand unprecedented concessions:

- Two-years of wage freezes, included freezes on the already agreed upon wage steps
- Elimination of the secure defined benefit pension plan in place of a defined contribution plan where employees bear the risk of their own investment
- Increase in health insurance premiums to \$433 per month for family coverage, the equivalent of a 10% wage cut
- The right to subcontract out anyone's job at anytime
- For the first time the hospital proposed eliminating the side letter for respiratory that guarantees minimum staffing in NICU and other issues

Hospital Proposes Only Two Dates in August

Despite public pronouncements by the interim CEO that the hospital wants to have a contract by Labor Day, the hospital's \$600 an hour attorney was available for only two additional dates for the remainder of the entire month of August. At the union's insistence, the hospital agreed to add additional dates to address a number of outstanding issues related to the layoffs and other matters. **We next meet with the hospital on August 5 in DRC A&B 2pm.**



*"The hospital still doesn't appear to be serious about negotiating a fair contract. **If the hospital really wants to make progress, it needs to drop all the takeaways and start bargaining in good faith.** Somehow the hospital manages to find millions of dollars for consultants and other pet projects, but still demands takeaways from us."- Ernesto Gonzales, Food Service*



We are United for a Fair Contract!
No Takeaways! No Layoffs!