

# Dignity Not Bargaining in Good Faith, Delaying Process

After today's bargaining session, it became apparent that Dignity management will insist on implementing their own health plan regardless of whether or not it works for us. The plan eliminates both the POS and HMO plans and replaces them with an Exclusive Provider Organization (EPO).

It also would limit everyone's options for care unless they are willing to pay higher co-pays.

Although we are still bargaining and will continue until we reach agreement on a contract, it is important that we demonstrate unity and resolve around our health plan.

The employer has engaged in bad faith bargaining through delays in the process, refusal to respond to our wage and other economic proposals

until we "reach resolution" on their health insurance proposal, and has made unilateral changes to working conditions.

Eleven sessions into bargaining, here's Dignity's newest proposals:

- Management presented our team with a horrific unscheduled absences proposal which would take us back to unfair "rolling 12-month calendars" but maintain the lower threshold for discipline. There would be no more January 1 cleansing date. *This plan also could require an employee to furnish a doctor's note for a single sick day.*
- Management unwilling to improve floating language.



## Our Bargaining Team

**Front center:** Don Hadland, SJPVH. **Back:** Jennifer Solovay, NHMC; Susanne Hinkel, SJRMC; Jaime Deloera, NHMC; Dr. Nina Wells, SJRMC; Kim Bingaman, NHMC; Gayle Batiste, NHMC; Cointa Flores, SJPVH (alternate); Julia Arceo, SJRMC; Rico Magsino, NHMC; Sherice Smith, NHMC (alternate).

**Not pictured:** Cynthia Wetzel, SJPVH and Catherine Kaiser-Reeves, NHMC (alternate).



**Next Bargaining Dates:** June 25-26 & 29-30

Contact a Bargaining Team member or Union Rep for more information.

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