



CHEU Bargaining Update

June 16, 2017

We started the day with Palomar finally agreeing to the same Preamble language that was negotiated with the RNs. For the first time, Palomar did not hold the Preamble hostage to other unreasonable articles so we agreed to the language. It is good language that includes: “Palomar Health is a public healthcare district created by the voters, governed by a locally elected Board of Directors who are directly accountable to the community...Both parties agree that it [Palomar] provides critical health services to the community that created it. In fulfilling our mission to heal, comfort, and promote health in the communities we serve, we are guided by our mutual values of compassion, integrity, teamwork, excellence, service and trust.”

Unfortunately, Palomar was unprepared to bargain for most the rest of the day and we ended up mostly waiting for them to counter on the 16 articles they have in their hands. The only exception is that Palomar countered on the Arbitration article after we gave it to them in the morning. Palomar continues to focus on the Arbitration article despite the fact that we have not had an arbitration in more than five years. In other words, this is not an issue. Palomar even proposed changing an arbitrator without knowing that the arbitrator had passed away. We had to tell them. Our position was and is that we will replace the deceased female arbitrator with a female arbitrator given that the vast majority of our membership is women and only 40% of the arbitrators on the current list are women. Yet, Palomar insists on replacing the only other woman on the current list because she “splits the baby” in her decisions. This is ridiculous, partly because, **IF** we ever had to go to arbitration, Palomar could simply strike her from the list. So, again, this is a non-issue that Palomar is wasting our time and money on. We need to move on to the real issues so we can finish these negotiations prior to the expiration of the contract extension on June 23rd!

It is clear that Palomar is completely unprepared to negotiate compensation. They cannot answer our legitimate questions and have not provided us with any real salary survey data. Also, Palomar claims that there are no concerns related to Palomar relying on Variable shift positions instead of hiring Day, Evening, or Night shift positions. **If you are a Variable shift worker and there is a problem, contact us.** We also pointed out that Palomar agreed to important language on a new article called Highest Quality Care – Resources, Tools, & Equipment with the RNS that we also proposed but have not heard back from Palomar. They said they are working on this article but they did not respond.

CHEU bargains again on Monday, June 19.



CHEU Bargaining Team

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ACTION STEPS:

- Come tell the Board of Directors that CEO Hemker must deliver a Contract that protects patients and addresses issues with staffing, supplies, equipment, recruitment and retention:
 - **Tue, 6/20, 6pm – Board HR Committee Meeting, Raymond Conf. Room, PMC West, 2nd**

CNA/CHEU: A Vision for Healthcare.