



CHEU Bargaining Update

June 23, 2017

Palomar responds to our economic proposals with massive take aways. It's a slap in the face.

Our proposals address the long-standing issues of short-staffing, lack of supplies and equipment, retention and recruitment of caregivers, in order to provide safe, quality patient care. In contrast, Palomar has made proposals that will drive workers away, making everything worse. Palomar proposed:

- More weekend shifts.
 - Night shift workers would no longer be able to count Sunday as a weekend night shift.
- **0.75% wage increases in January only. (The current contract has increases twice a year).**
- \$7/hr call pay, 2hr minimum, no limit on amount of call, or the fact that call is not a substitute for short-staffing.
- Refused to address scheduling problems.
- Huge increases in co-pays for health care. Some examples:
 - \$250/day for hospital stay (instead of per admission)
 - \$200 co-pay for ED visits (instead of \$100)

Four years ago, when we bargained the current Contract, Palomar was in bad financial shape because of massive cost overruns for building PMC Escondido. Now, Palomar is in much better financial shape, yet the proposals this time are even larger take aways! Note that Palomar got NONE of the take aways they proposed last time because we stood together and demanded a strong Contract.

Remember, CEO Bob Hemker's total pay and benefits in 2015 was \$872,278, pays no health care premiums, and gets 100% insurance for him and his dependents and gets up to a 30% performance bonus.

We did not agree to a Contract extension which gives us more power at the bargaining table. Palomar execs need to know that we are serious.

We will not go backwards. The patients and staff deserve better.



CHEU Bargaining Team

Pacita Balcom, 4E Surgical Acute, PMC West, pbalcom1@yahoo.com

Herminia Filares, 5W Critical Care, PMC West, herminiafilares@gmail.com

Rich Jachmowicz, Cardiology Services, PMC West, echoboyrich@gmail.com

Gil Millan, Food & Nutrition, PMC West, arizagil@msn.com

Ramona Rios, 7W Neuro Acute, PMC West, Ramonar59@gmail.com

Luz Sagun, Skilled Nursing, Pom./Villa Pom., luzprimos@gmail.com

Grace Vicente, Sub-Acute, Pom./Villa Pom., grct3vicente@yahoo.com

Nora Olvera, Patient Transport., Downtown, noradjo@gmail.com

Erik Olson Fernandez, Labor Rep efernandez@calnurses.org
619.518.0497

ACTION STEPS:

- Attend these meetings. Bring your coworkers, family, friends, and neighbors. Palomar is their hospital too.
 - Monday, July 10, 6:30p – Board Meeting, Poway/Pomerado Third Floor Conference Room
 - Tuesday, July 18, 6p – Board HR Meeting, PMC Escondido, Raymond Conf. Rm. 2nd Floor
- In Mid-July, watch for a vote on CEO Bob Hemker's Leadership. How do you think he's doing?

CNA/CHEU: A Vision for Healthcare.