



CHEU Bargaining Update

July 14, 2017

We met with Palomar today. They persist in being unprepared and in failing to address our long-standing concerns.

Our bargaining priorities are no secret: safe staffing; proper equipment/supplies for quality patient care; a fair scheduling process based on seniority; and the retention and recruitment of the best nurses and caregivers by switching to a traditional pension, having competitive pay, including call pay, with our real competitors, maintaining our current health care, and reclaiming Palomar as public healthcare district that serves our community.

In contrast, Palomar wants to continue to balance its poor financial decisions on the backs of the nurses and caregivers, while the CEO, execs and outside consultants are very well compensated. Patient care comes first! Vote on on the CEO's performance next week! See details about the vote below.

CHEU bargains again on July 28.



CHEU Bargaining Team

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	CEO Bob Hemker	Palomar's 2017 Proposals
Salary	\$808,000 (in 2016)	1.50% in 2018/0.75 each year thereafter
Healthcare, Vision, Dental	100% paid by Palomar for him and his dependants	Increasing co-pay (or premiums, or narrowing the network of providers)
Retirement contributions	No less than 10% contributed by Palomar	6% contributed by Palomar. (No increase).
Performance Bonus	Up to 30%	Up to 5%
How is "competitive" pay determined?	Salary is indexed at the 50 th percentile of CEOs of other hospital and health care systems of similar size and scope of services (aka like Palomar).	Salary indexed at 50 th percentile of a survey that includes hospitals <u>not like us</u> , like Vibra, Kindred, Sharp Mesa Vista and some in Imperial County. We are a trauma center hospital. We believe our real competitors are the SD County Trauma hospitals (UCSD, Sharp, Scripps, Rady's), our partner Kaiser, and our neighbor public health district Tri-City

ACTION STEPS:

- Tuesday, July 18, 6p – **Board HR Meeting**, PMC Escondido, Raymond Conf. Rm. 2nd Floor
- July 17-22: **Vote on CEO Hemker's performance**. His annual eval is coming up and our opinion will be heard! Voting in the cafeteria of PMC Escondido and Poway from 6-8:30am; 11am-2pm; and 6-8:30pm everyday, and at Downtown 6-8:30p Mon, Tues, Thurs, and Friday and also on Tues and Sat 6-8:30a. If you are at Downtown and can't vote at these times, contact your labor rep.