



# CHEU Bargaining Update

July 28, 2017

## Palomar CEO Has to Go!

CEO Bob Hemker and his Executive Management Team worked to return with proposals that are even worse than the last time we met. Remember, CEO Bob Hemker received an 8.8% wage increase and a \$52,000 performance bonus in first year of his tenure, 2014-2015. That year, caregivers and nurses got a 1% increase, plus the step increase. What Palomar proposed today leaves us very far behind our real competitors, impacting the ability to retain and recruit caregivers and address short-staffing.

### Palomar's Proposed Takeaways

	Palomar's July 7 Proposals	Palomar's Proposals Today
<b>Wages (using Palomar's numbers, which we disagree with)</b>	1.5% increase PLUS step increase (2.28%) in first year, 0.75% increase PLUS step increase (2.28%), each year after, with the result:  1.5% + 2.28% = 3.78% first yr. 0.75% + 2.28% = 3.03% each yr after.	3.6% increase with <b>NO STEP</b> increase (2.28%) in first year, 3.0% increase with <b>NO STEP</b> increase (2.28%), each year after, with the result:  3.6%-2.28% = 1.32% first yr 3.0%-2.28% = 0.72% each yr after.
<b>Retirement</b>	6%	5.5%
<b>Healthcare</b>	Paying more for healthcare or having a narrower network of providers	Paying more for healthcare or having a narrower network of providers
<b>Weekend Commitment</b>	Taking Sundays away as weekend shifts on night shift.	Taking Sundays away as weekend shifts on night shift.

Palomar proposed to increase call pay by \$1/hour but only if they cut your healthcare significantly and your retirement by 0.5%. CEO Bob Hemker makes that same 6% we've been getting but also an additional 27.55%. At the table, they keep telling us that everything comes from the same pot. However, they only want to cut our portion of the pot, not the CEO or Executives' portions.

Remember that when we bargained in 2013, negotiations had effectively stalled. For 8 months, Palomar execs insisted that they had to drastically cut our healthcare and retirement. When we circulated a petition saying, "I don't want to strike, but I will", Palomar magically decided it no longer needed to cut our healthcare and retirement the next day.



## CHEU Bargaining Team

Pacita Balcom, 4E Surgical Acute, PMC West, [pbalcom1@yahoo.com](mailto:pbalcom1@yahoo.com)

Herminia Filares, 5W Critical Care, PMC West, [herminiafilares@gmail.com](mailto:herminiafilares@gmail.com)

Rich Jachmowicz, Cardiology Services, PMC West, [echoboyrich@gmail.com](mailto:echoboyrich@gmail.com)

Gil Millan, Food & Nutrition, PMC West, [arizagil@msn.com](mailto:arizagil@msn.com)

Ramona Rios, 7W Neuro Acute, PMC West, [Ramonar59@gmail.com](mailto:Ramonar59@gmail.com)

Luz Sagun, Skilled Nursing, Pom./Villa Pom., [luzprimos@gmail.com](mailto:luzprimos@gmail.com)

Grace Vicente, Sub-Acute, Pom./Villa Pom., [grct3vicente@yahoo.com](mailto:grct3vicente@yahoo.com)

Nora Olvera, Patient Transport., Downtown, [noradjo@gmail.com](mailto:noradjo@gmail.com)

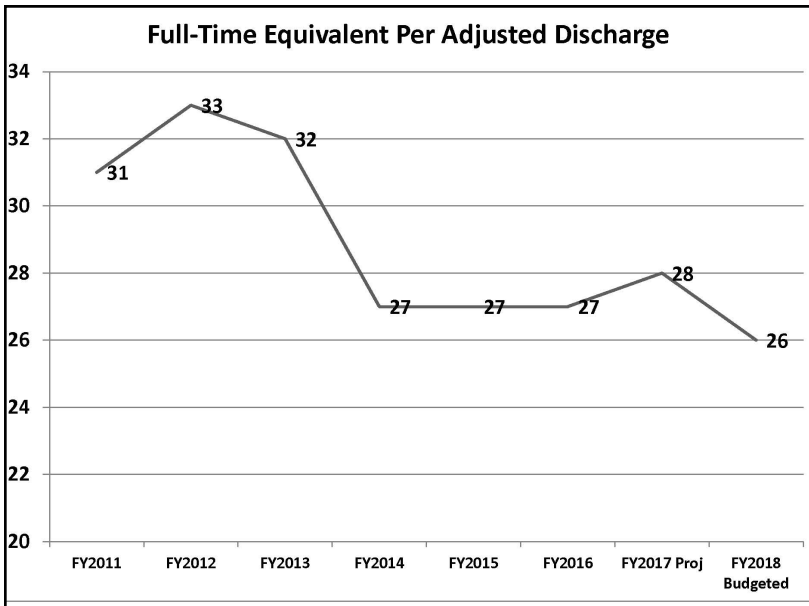
Erik Olson Fernandez, Labor Rep [efernandez@calnurses.org](mailto:efernandez@calnurses.org)  
619.518.0497



Last week, we took a vote on the performance of CEO Bob Hemker. In 2013, we took a similar vote on CEO Micheal Covert and his executives, which included Bob Hemker in his role as CFO. At that time, 94% said they had no confidence in the CEO and his team. Now 97-98% say they have no confidence in CEO Bob Hemker. **Results on back page:**

Question	Response
I have confidence and trust in the Palomar Health CEO.	97% No
I believe the Palomar Health CEO has exhibited good leadership.	97% No
I believe the Palomar Health CEO has listened to the concerns of the frontline staff in relation to basic patient safety issues such as adequate staffing, supplies/equipment, etc..	98% No
I believe Palomar Health’s CEO has exhibited good fiscal responsibility during his helm.	97% No
I am willing to fight for a strong contract that protects our patients, ourselves, and our community.	98% Yes

Short-staffing is CEO Hemker’s “expense management strategy” in “a continued effort to absorb inflation and drive greater efficiency in the organization,” aka doing more with less. This year’s budget expects to short-staff even more than in the past few years. **Its time to invest in safe patient care and for the board to find a new executive team!**



CHEU bargains again on August 11.

**ACTION STEPS:**

- We are kicking off our Strike Education Days! Get a copy of the Strike FAQ and sign the “I Don’t Want to Strike, but I Will for My Patients” petition. Also come ask questions at our table in the Cafeterias of Poway and Escondido/West on Wednesdays, 8/3, 8/9 and 8/16, 11a-2:30p.
- Come to the monthly CHEU Meeting, Wednesday 8/2, 6:30p & 7:30p – Café Conference Room, PMC Escondido
- Come support your Bargaining Team as they address the Board of Directors:
  - Mon., 8/14, 6:30p – Board of Directors Meeting, Pomerado Hospital, 3<sup>rd</sup> Fl
  - Tue, 8/15, 6:00p – Board HR Committee Meeting, Raymond Conf. Room, PMC West, 2<sup>nd</sup> Fl

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**CNA/CHEU: A Vision for Healthcare.**