



Good Samaritan / SEIU UHW West Update

January 30, 2007

What We're Bargaining For and What We Believe

We believe that we caregivers at Good Samaritan should be valued, and afforded the pay, benefits, input, dignity and respect that caregivers who are part of our Union have won at most other California hospitals. We believe that we are here for our patients first, and that our input on patient care and staffing must be heard – as it now is at most of Good Samaritan's competitor hospitals.

We believe that we and our patients deserve no less than these things, which our co-workers *already have won at most other SEIU UHW West hospitals in California:*

1. **Highest Wage Increase possible.** Good Sam is paying many classifications as much as 26% to 30% below the average at most other LA are Hospitals. This must change.
2. **Health Insurance in line with the rest of the industry.** Good Samaritan is one of the very few union hospitals in California that charges a premium to cover dependants, and it is the *only* SEIU UHW West hospital that imposes a "lifetime limit" of \$250,000 on medical expenses. This must change.
3. **Education and Training Trust Fund** to enable our members to train to move up into higher classifications and keep up with changing technology.
4. **No Subcontracting.** What was done to EVS & Dietary workers and recently to Central Issuing – subcontracting jobs to companies that pay less for the same work – must not be allowed to happen again. Most of our Union's contracts ban new subcontracting.
5. **Successorship:** It's time that Good Sam agrees that the terms of our contract transfer to any new owner of the hospital. As most other SEIU UHW hospitals have agreed.
6. **Pension:** It was taken from us before we unionized, and we want it back. Good Sam is now in the small minority of SEIU UHW hospitals without a Pension.
7. **Retiree Health:** Our SEIU co-workers at all Kaiser, Tenet, CHW, Daughters of Charity and many independent hospitals have a excellent plans. It's time for Good Sam.
8. **Safe Staffing & Patient Care:** A process that most SEIU California hospitals have that allows us to send safe staffing disputes to an arbitrator, guaranteeing that our input will be heard.
9. **Bi Lingual Pay:** When we're directed to translate on the job, we should be paid for our time and skill – just as our Union's members are at other hospitals.
10. **Neutrality:** If non union workers (such as business office/clericals) want to schedule a secret ballot vote to unionize, management should agree they won't interfere.
11. **Cafeteria discount.** It seems like such a little thing, but it's a symbol of how out of step Good Sam is with other hospitals – most of which show enough respect for their caregivers to provide a cafeteria discount.
12. **Every Effort to Avoid Layoffs and Call offs (Flexing):** Our co-workers at most SEIU California hospitals have won language saying these must be the last option and never the first. It's time Good Sam did the same.

SEIU United Healthcare Workers – West

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