

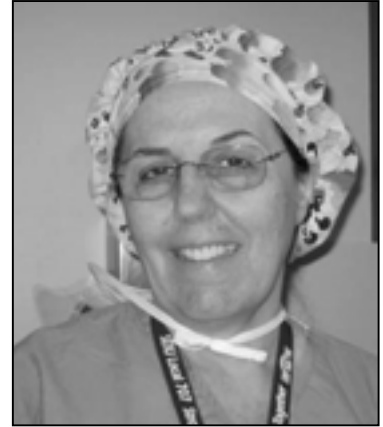
STRONGER TOGETHER

ST. JOSEPH HEALTH SYSTEM EMPLOYEES UNITED FOR OUR PATIENTS, OUR FUTURE | MAY 22, 2006

SUTTER SANTA ROSA WORKERS WIN BIG WITH NEW UHW CONTRACT!

Last week, workers at Sutter Medical Center Santa Rosa – members of our union – settled a contract. They made giant strides towards the industry standards won by the 140,000 caregivers who are members of United Healthcare Workers (UHW). With their resolve to win a fair contract, our sisters and brothers at Sutter won:

- ❑ **Binding Arbitration of Staffing Issues** – Sutter caregivers now have an equal voice in staffing decisions. When workers and management cannot reach agreement, a neutral healthcare expert will make a decision based on workplace safety and quality patient care, not the bottom line.
- ❑ **Improved Defined Benefit Pension** – Retirement for healthcare workers at Sutter is more secure, with the increases they achieved to their pension plan that provides guaranteed income during retirement.
- ❑ **Real Protections Against Layoffs** – Before management closes a unit or reduces staff, must bargain over layoffs, provide cross-training for affected employees, and offer transfers to department with vacancies.
- ❑ **14.5% to 18% Wage Increases** – Over the next two years, UHW members at Sutter Santa Rosa will receive **five** step increases **in addition** to their annual Cost of Living Increases.
- ❑ **The Right to Organize a Union Without Interference from Management** – Sutter Santa Rosa joins Kaiser, Catholic Healthcare West, Tenet, HCA, Daughters of Charity and other Sutter Health hospitals in respecting workers' right to a fair election. **Santa Rosa Memorial is the only hospital in Santa Rosa that refuses to agree to ground rules for a fair election.**



We never would have won this historic contract if we hadn't stayed united and strong. In addition to having a real voice in staffing for the first time, I'll be getting an 18% raise over the next two years. You don't deserve less, and remember we're behind you all the way!

Priscilla Engle
Scrub Tech, Sutter Medical Center Santa Rosa



Healthcare professionals at other hospitals are winning a concrete say in their futures, while we fall further and further behind. But in order to win things like binding arbitration and a real pension, first we need fair election ground rules. If you haven't already, sign the petition today!

Mike Hopper
Anesthesia Tech/LVN, Santa Rosa Memorial

UNITED FOR QUALITY HEALTHCARE

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