



SEIU 1021 AHS Chapter Contract Negotiations News January 13, 2021

Today we purpled up and showed management that we are ready for a new contract NOW.

You can see your co-workers and post your own purple selfies on Facebook (facebook.com/ahsseiu.ourvoice) and follow us on Instagram (instagram.com/ahs_seiu_1021_)!



As a result of our historic five-day strike in October, we have been meeting with management at one shared table, with all three bargaining teams together. This has allowed us to address issues that we all share and helped us improve contract language in all three of our contracts (General Unit, RN, and San Leandro), which will improve working conditions and protect the rights of our members across AHS. Before our strike, during the negotiations from January to September, management had demanded to bargaining every issue separately at one table for each contract. It has been a big win to bring everyone together at one table.

Our unity at the bargaining table is paying off. We have been able to take some of the best parts of each contract and bring them to the other contracts. Examples include:

- We are bringing GU contract language about discipline to San Leandro and RNs
- AHS can now only use past disciplines for two years, not three, for everyone in progressive discipline

- The timelines for progressive discipline have been shortened
- We now require a written waiver of our right to have a union representative present during an investigatory meeting
- We will also be extending the amount of backpay employees may be able to win in the grievance process
- We're bringing RN contract language about payroll errors to the GU and to San Leandro Hospital

We're also improving disciplinary protections for SANs in all three contracts, and we forced AHS to remove their proposals to limit how many shop stewards we can have and reduce our ability to honor other unions' picket lines.

We are scheduled to meet again on Friday the 22nd and Wednesday the 27th. **Support your elected bargaining team by wearing your purple every Wednesday!**



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