



SEIU 1021 AHS Chapter Contract Negotiations News

February 7, 2020

“We’re NOT going to let management tear up our contract!”

425. Placement and Removal of Disciplinary Material in Personnel (H.R.) File. No disciplinary material shall be inserted in an employee's personnel (H.R.) file without his/her prior notice. Discipline will **not be relied on for future employment action provided that no discipline of a similar nature has taken place for** ~~be removed from an employee's official personnel (H.R.) file upon request of the employee after two (2) years, from the date of the Skelly Decision or Settlement Agreement. All requests must be presented in writing to the GNE/Department Manager or Designee. Provided that no discipline of a similar nature has taken place for two years, failure of the Employee to have the discipline removed does not grant permission for AHS to continue to utilize the materials in subsequent actions; materials that are greater than two years old are considered stale and unusable.~~ This does not apply to disciplines for patient abuse, sexual misconduct, gross negligence, or other serious misconduct.

This image is just one example of the contract-gutting proposals management made this week.

This is what AHS' head of labor relations wants our contract to look like: crossouts and cutbacks, instead of worker protections and fair standards.

Ruby Sloan, a Mental Health Specialist II at John George and a 30-year member, says “We spent years building our contract and we’re proud of it. **We’re not going to let them tear it apart.**”

This week, the General Unit Bargaining Team met with AHS management on Wednesday and Thursday. **Management made proposals to gut our contract,** taking away wins it took us years to achieve.

We need to show management that we are united. **Purple up every Wednesday** and come to San Leandro Hospital on Thursday to show your solidarity.

Management also wants to:

- Make members pay more for health care
- Base daily cancellations on budgets, not patient care
- Cancel members before travelers
- Make it easier for us to get fired
- Let managers change our schedules
- Cut holiday pay for part-time workers
- Eliminate VTO and voluntary reduction of hours

Stay Informed

Check AHSFight.org for News

Join [AHSSEIU.ourvoice](https://www.facebook.com/AHSSEIU.ourvoice) on Facebook
Follow [@AHS_SEIU_1021](https://www.instagram.com/AHS_SEIU_1021) on Instagram



Get Involved

**Rally at San Leandro Hospital
To Support Our Bargaining Team
Purple Up and Come Out to Show Our Solidarity
Thurs., Feb. 13 @ Noon**