MEMORANDUM

TO: All Santa Rosa Memorial Hospital Caregivers

FROM: Nurse Leadership, Santa Rosa Memorial Hospital

DATE: September 16, 2020

SUBJECT: Santa Rosa Memorial Hospital Negotiations with Staff Nurses Association (SNA)

Bargaining team representatives from Santa Rosa Memorial Hospital (SRMH) and the Staff Nurses Association (SNA) met three times over the last seven days to continue contract negotiations.

During the meetings, the parties reached tentative agreements on six items, including the following new ones:

- **Payroll Corrections** – creates deadlines for correcting payroll errors.
- **Hours of Week** – ensures that changes in payroll system will protect nurse overtime and that nurses will continue to receive overtimes even if their shift is split across separate workdays/workweeks/pay periods.
- **Association/Hospital Committees and Meetings**

Other articles actively discussed included:

- **Categories of Nurses** - significant movement was made by both the Hospital and the Union on this item with the goal to help develop clearer processes for Relief Nurse Group changes, while still protecting the right of caregivers to change their group upon request. This article is very close to agreement.
- **Reductions in Force** – beginning discussions focused on Reductions in Hours (ROH’s) and long-term layoffs; specifically, on the ROH procedures and how they relate to the use of travelers. The Hospital proposal does not seek to change the current cap on ROH’s for Full-Time and Regular Part-Time Nurses. It also continues to require that travelers only be used for specific permitted purposes (such as leaves of absence).
- **Discipline** – the parties discussed keeping, but simplifying, the deadlines under which disciplinary action could be imposed. The Hospital made clear that it is willing to continue with language requiring that any discipline be imposed within 30 days of the Hospital learning of an issue.
- **Clinical Ladder Criteria** – the Hospital has proposed modifications to the clinical ladder criteria. There continues to be discussion of these criteria, but significant work remains.

The parties have spent much of the previous sessions discussing contract language. The hope is to soon turn to wages and benefits. To confirm its willingness to move the discussion forward, the Hospital provided a list to SNA of 19 articles that it is not reopening (and will therefore continue with the same contract language in the next contract).

There are three more September sessions scheduled.

Thank you.