



BARGAINING *Basics*

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process for reaching an agreement between our union and an employer over important issues like wages, hours of work, paid time off, benefits, employment security and protections against unfair treatment or discharge.

WHY IS HAVING A CONTRACT IMPORTANT?

Bargaining a contract is the best way to ensure we have a voice at work. A contract means that management cannot simply decide, on its own, to make changes such as cutting wages and benefits, firing employees or changing schedules and holidays.

Our contract guarantees we have certain protections on the job and empowers us to address issues together, as a union. If management violates the contract, we have a process in place to protect members – the grievance and arbitration procedure.

DOES OUR CONTRACT EXPIRE?

Our agreement with Oroville expires on June 14, 2022.

We always aim to settle a new agreement before our current contract expires, but sometimes negotiations extend beyond expiration. In that case, the employer must still honor most of the terms and conditions of the contract until negotiations are resolved.

HOW DO CONTRACT NEGOTIATIONS WORK?

Representatives from Oroville Hospital and our union will come together to share and discuss proposals.

Both sides caucus (meet separately), make proposals and counter proposals, test ideas and look for ways to bridge differences. Neither side will get 100 percent of what they put on the table, but by standing together in solidarity, we have a better chance to get what we want out of bargaining.

The goal is to reach an agreement for union members to consider and approve.

When the bargaining committee reaches a tentative agreement (TA), the union members in good standing will have the opportunity to vote to accept or reject the agreement.

Before they decide, they will receive detailed information about the tentative agreement and will have an opportunity to ask questions. The bargaining committee may also make a recommendation regarding the proposed agreement.

WHO REPRESENTS US AT THE BARGAINING TABLE?

Our bargaining committee represents us during negotiations. This includes leaders from our local and USW International staff.

WHAT KIND OF PROPOSALS ARE DISCUSSED IN NEGOTIATIONS?

Generally, contract proposals fall into one of two categories:

- (1) economic proposals such as wages, benefits, health care and retirement and
- (2) non-economic items such as safety standards, seniority, and the grievance and arbitration procedure.

HOW DO WE WIN A GOOD CONTRACT?

We will reach a fair contract by working together. Oroville Hospital isn't going to just hand us anything, but our solidarity and determination give us bargaining power.

By using a Communication and Action Team (CAT), our local can keep members informed and organized, which puts the union in a stronger position. Taking part in solidarity activities also shows management we are united and willing to fight for a fair contract.

HOW CAN I FIND OUT WHAT'S HAPPENING AT THE BARGAINING TABLE?

You can get text message updates on your cell phone by texting the word USW9600 to the phone number 47486. Message or data rates may apply.





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IMPORTANT UPDATES
TEXT **USW9600**
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