

Do Union Contracts Guarantee Job Security? No, They Don't.

- Union contracts guarantee **the order** in which employees will be laid off, they **do not guarantee protections against layoffs**
- Last year at SJH ministries with union contracts, both union and non-union positions were eliminated. **In all cases the contracts called for less severance** than our Hospital Workforce Reduction Policy (HR-681) provided to our recently displaced employees

See for Yourself What the Contract Says

The excerpt below is taken directly from **the current CNA contract at St. Mary Medical Center:**

ARTICLE 15 WORKFORCE REDUCTION

- A. Workforce reductions covered by this Article are those expected to be fourteen (14) days or more in duration.
- B. In the event of a workforce reduction covered by this Article, the Hospital shall notify the Union concerning same as much in advance as is possible. Upon request by the Union, the Hospital will meet promptly with the Union to discuss, and if requested, bargain over the impact of such action on the workforce.
- C. Workforce reductions shall be undertaken on a classification basis by work unit or department and shift.

**SAME as SJO's Workforce
Reduction Policy (HR-681)**

Your HR partners invite your questions and are here to advocate for you. If you would like more information, please don't hesitate to contact them:

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