



Dear Neighbor,

As you may be well aware, the caregivers at California Pacific Medical Center (CPMC) have recently begun an “open ended” strike. Please allow us to explain.

For over a year now, caregivers represented by SEIU United Healthcare Workers – West have been negotiating in good faith with CPMC and various other hospitals affiliated with the Sutter Health Corporation. We have been seeking a contract that includes the same workforce standards adopted by Kaiser Permanente, Catholic Healthcare West, and every other major hospital system in Northern California.

Our proposals focus on ensuring the best possible health care for you and all of the patients we see. Among our proposals are the following:

- Real Voice in Staffing Levels: Caregivers want to establish patient care committees comprised of equal numbers of managers and workers to set appropriate staffing levels. A neutral healthcare expert would settle disputes.
- Training and Education Fund: Caregivers want CPMC to contribute to a fund, jointly administered by management and union members, to provide training and advancement opportunities for caregivers. The fund is designed to ensure hospitals can meet the workforce demands of tomorrow.
- Caregivers’ Right to Join a Union: Caregivers want to make sure that other hospital workers are given the right to join a union, if they choose, in an environment that is free from harassment and intimidation from managers.

After negotiations stalled, in an effort to avert a strike, an independent Federal Mediator was asked by both the Union and CPMC to craft a compromise that both sides could accept. The union accepted the mediator’s compromise and, initially, so did CPMC. However, CPMC later reneged, giving caregivers no alternative but to strike.

We deeply regret the inconvenience this strike may cause in your daily lives. Unfortunately, unless CPMC stops disrespecting its caregivers, this strike will be long and difficult for us all.

We are hopeful that the people of San Francisco will help CPMC to settle a fair contract that puts patients, caregivers, and our community first.

Please help us put a speedy end to this strike by calling the Chief Operating Officer of CPMC, Grant Davies, at (415) 600-3790 and encouraging him to accept the Federal Mediator’s compromise proposal. Once CPMC reaffirms the Mediator’s proposal, we can end our strike and get back to doing the work we love.

Again, we sincerely regret the inconvenience this may cause you and your family.

In Unity,
The Dedicated Caregivers of California Pacific Medical Center

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