

SEIU-UHW Contracts Discriminate Against Per Diems

Per diem SEIU-UHW members pay the SAME 2% DUES as other employees, but they DON'T GET the same treatment in SEIU-UHW contracts. Consider this contract language.

Pay Increases

SEIU-UHW negotiated **LOWER** pay increases for per diem employees than full-time and part-time employees at Garfield Medical Center (and all SEIU-UHW-unionized employees' increases were lower than what Sharp's union-free employees received) ¹:

Year	Per Diem	Full-Time and Part-Time	All Non-Union Sharp Employees
2023	2%	3.5%	TBA
2022	2%	3%	5%
2021	2%	3%	5%
2020	1.5%	3%	4%

¹Agreement between Service Employees International Union-United Healthcare Workers West (SEIU-UHW) and Garfield Medical Center. January 1, 2020, through December 31, 2023. Article 13: Compensation.

²Agreement between Service Employees International Union-United Healthcare Workers West (SEIU-UHW) and Garfield Medical Center. January 1, 2020, through December 31, 2023. Article 4: Seniority.

Seniority

Per diems generally accrue no seniority or accrue pro-rated seniority. This negatively impacts priority for scheduling, including vacation (as applicable), holidays and overtime shifts or any other terms or conditions of employment.

“Per Dem employees shall accrue seniority from their most recent date of employment in a covered position only for use within the Per Diem employee pool. ... A Per Diem employee who changes status to a Full-Time or Part-Time employee shall receive a prorated seniority date calculated by 'looking back' at the hours worked the prior continuous twelve (12) month period. For example, if a Per Diem employee worked hours equivalent to 75% of a Full-Time employee the prior 12 months, such employee would receive 75% credit for all years of service in his/her Per Diem position.”²



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Overtime and Additional Hours

Some SEIU-UHW contracts make it clear that per diems have the lowest priority when it comes to picking up overtime and additional hours.

“Assignments for working overtime or additional hours from the availability list will be made in bargaining unit seniority order within the unit or department, except where specialized work, skill or trained personnel are required, as follows:

1. Regular Full Time Employees who have received HC in the workweek;
2. Regular Part Time Employees who have received HC in the workweek;
3. Regular Part Time Employees;
4. Limited Part Time Employees;
5. Per Diem, On Call, Casual and Supplemental Employees.”³

Job Security

In SEIU-UHW contracts, per diem employees generally have the least job security and are among the first to be laid off:

“In the event of a reduction in force, Per Diem positions shall be reduced before any Full Time, or Part-Time positions.”⁴

Under SEIU-UHW contracts, per diem employees are required to pay the union the same amount as full-time and part-time employees. But SEIU-UHW treats per diems as second-class citizens. You work hard for your money. Don't give it to a union that will treat you differently.



Stay Sharp. VOTE NO!

Scan QR code with your phone or visit:

SharpStayInformed.com

³Agreement between Service Employees International Union-United Healthcare Workers West (SEIU-UHW) and Dignity Health. March 16, 2018 – April 30, 2023. Article 18: Hours of Work.

⁴Agreement between Service Employees International Union-United Healthcare Workers West (SEIU-UHW) and Garfield Medical Center. January 1, 2020, through December 31, 2023. Article 4: Seniority.