

SAN RAFAEL HEALTH AND WELLNESS CENTER BARGAINING UPDATE

MARCH 17, 2017

Our bargaining committee met with Administrator Abby Ma and the Brius attorney on March 15. Rockport/Brius' new vice president for operations, Wesley Rogers, briefly joined us.

We told them that passing out their proposal at San Rafael was a bad idea. It only made our members angry to see the low wage increases and too-small ratification bonus that Brius was offering.

The administrator's response: they don't like what our union is saying about Brius or San Rafael.

OUR RESPONSE:

WE'RE TELLING THE TRUTH

... about bed bugs, expired food, and the lack of basic supplies like lotion and towels.

... about the need for adequate staffing to provide quality care for our residents.

... about the need for a good raise and a ratification bonus after years of no raises.

It's hard to be proud of our facility and our work when Brius won't provide the supplies our residents need and when we have to work two jobs to pay our rent and support our families.

WE WILL CONTINUE TO TELL THE TRUTH

UPCOMING BARGAINING SESSIONS

April 19 • April 26 • 10 a.m. for both sessions

Federal Medication and Conciliation Service • 7677 Oakport St #550, Oakland

All members welcome!

Bargaining proposals comparison on back of page.

*For more information, please contact your steward or NUHW Organizer
Vanessa Coe at (510) 463-1348 or vcoe@nuhw.org.*

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Management gave us a new proposal.

We responded to it, and management gave us a second proposal.

Here is where we are right now:

Topic	NUHW	Brius
Starting Wages	Between \$14.25-28.25/hr depending on job class. CNAs would start at \$16/hr.	Between \$12.25-27.65 depending on job class. CNAs would start at \$15/hr.
Annual Wage Increases	Everyone gets 4% now, 3% on Jan 1. 2018, and 3% on Jan 1. 2019.	2% now, in one year from ratification, and 2% in two years from ratification.
Retro Pay	Up to \$1800 per worker depending on years of service.	Up to \$600 per worker depending on years of service.
Medical	100% employer paid premiums for employees. Reopener if premiums increase by 10% or more in a year.	Two-tiered system where employees pay between 10-25% of their own premiums depending on years of service. Reopener if premiums increase by 7% or more in a year.
Dental and Vision	Employer pays 100% of employee premium and 50% of dependent premiums. Employer cannot change the plan.	Workers pay 100% of premiums. Employer can change plan at any time.
Sick	Six days/year to start. Nine days/year at 5 years. Twelve days/year at 10 years. No limit on usage. Accrual cap of 300 hours.	Accrue six days/year, but can only use 3-7 days per year depending on years of service. Accrual cap of 48 hours.
Workload	Hold the employer accountable to a process to add workers at specified resident/CNA ratios.	Set up a process to add workers, but exclude the union from grieving process violations.
Shift Length	8 Hours	7.5 Hours
Training Differential	\$0.75/hr more for training new employees.	\$0.50/hr more for training new employees.