

CONTRACT RATIFICATION VOTE FOR ALL SERVICE AND TECH NUHW MEMBERS

THURSDAY, MARCH 30

After many long months of bargaining,
we reached a tentative agreement on March 23.



**Our NUHW Service-and-Tech Bargaining Committee
recommends a YES vote.**

VOTE DETAILS

Wednesday, March 29

11 a.m. — 1 p.m.

Walnut Creek
Surgery Break Room

Thursday, March 30

6 a.m. — 7 p.m.

Main Hospital
Cafeteria Conference Room







"We are so pleased that we achieved a really great contract that addressed so many of our issues. We're so much stronger now that we're united with our co-workers in the Business-Office-Clerical unit and the Professional unit, and we'll be standing in solidarity with them as they bargain their contracts in the coming weeks and months."

— Alejandro Diaz
Interpreter

For more information, please contact your NUHW Bargaining Committee member, NUHW steward, or NUHW Organizers Beverly Griffith (510-978-7454 or bgriffith@nuhw.org) or Abid Yahya (323-420-4896 or ayahya@nuhw.org).

NUHW
NATIONAL UNION OF HEALTHCARE WORKERS

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NUHW Service-and-Technical Members
Summary of Tentative Agreement
3/23/17

I. One Contract: Though the Employer didn't agree to our demand that S/T workers and BOC workers have one contract, we did get them to agree that both contracts will end on the same date. We can then use our combined strength to continue winning strong contracts.

II. Wages:

Wage increases provided below will be applied to all employees and all tenure steps for all classifications (unless noted otherwise) in the first full pay period following the effective date of the increase.

April 30, 2016	3% retroactive
April 30, 2017	3%
April 30, 2018	3%
October 31, 2018	1% special market adjustment for all employees
April 30, 2019	3%
October 31, 2019	<u>1% special market adjustment for all employees</u>
	14% over the term of the Contract

Additional Special Wage Adjustments:

In addition to the increases set forth above the following classifications will receive special market adjustments:

RCPs:

October 31, 2016	5% special market adjustment and retroactive
October 31, 2019	1% special market adjustment in addition to 1% note above
RCP Transport	10% above RCP II (effective upon ratification)

O.R. Technologists:

O.R. Techs who perform Cardiac, Neuro and Spine Cases: \$1.00 per hour

Neuro Techs:

Neuro Techs will receive the following wage increases in lieu of those mentioned above:

April 30, 2016	3% retroactive
April 30, 2017	\$10.00 per hour special market adjustment
October 31, 2017	4% special market adjustment
April 30, 2018	\$5.00 per hour special market adjustment
October 31, 2018	4% special market adjustment
April 30, 2019	3%
October 31, 2019	1%

Nuclear Med Techs:

April 30, 2016 New Scale in lieu of 4/30/16 increase and retroactive:

Start	1 year	2 years	3 years	4 years	5 years	7 years
\$57.74	\$59.26	\$60.78	\$62.63	\$64.55	\$66.39	\$69.05

Group 1:

4/30/16

New Scales in lieu of 4/30/16 increase and retroactive:

Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Animal Technician \$16.00	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68
Ambassador/Mail Clerk \$22.44	\$23.16	\$23.90	\$24.66	\$25.45	\$26.27		
Distribution Clerk \$22.44	\$23.16	\$23.90	\$24.66	\$25.45	\$26.27		
Lead Distribution Clerk \$23.44	\$24.16	\$24.90	\$25.66	\$26.45	\$27.27		
Audiology Aide \$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87	\$21.49	\$22.14
Receiving Clerk \$26.00	\$26.78	\$27.58	\$28.41	\$29.29	\$30.17		
Senior Audiology Aide \$22.50	\$23.18	\$23.87	\$24.59	\$25.32	\$26.08	\$26.87	\$27.67
Medical Interpreter \$25.88	\$26.53	\$27.19	\$27.87	\$28.57	\$29.28	\$30.01	\$30.91
Interpreter/Translator \$26.88	\$27.53	\$28.19	\$28.87	\$29.57	\$30.28	\$31.01	\$31.91
Start	Year 1	Year 2					
Pharmacy Tech I \$24.69	\$25.43	\$26.19					
	Year 3	Year 4	Year 5	Year 6			
Pharmacy Tech II \$26.98	\$27.79	\$28.62	\$29.48				
Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	
Pharmacy Tech III \$26.98	\$27.79	\$28.62	\$29.48	\$30.37	\$31.28	\$32.21	
Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Ortho Tech I \$25.56	\$26.33	\$27.12	\$27.93	\$28.77	\$29.63	\$30.52	\$31.44
Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Lead Ortho Tech \$32.56	\$33.33	\$34.12	\$34.93	\$35.77	\$36.63	\$37.52	\$38.44

III. Additional Improvements:

1. **Shift Differential:** Shift Differential increased from \$2.25 per hour to \$3.25 per hour, retroactive to 4/30/16.
2. **Food and Nutritional Services:** Meal Allowance: The amount for daily food consumption will be increased from \$10 to \$15.
3. **Tuition Reimbursement:** Tuition Reimbursement for Technical Classifications increased to \$1,000 per year.
4. **Bilingual Differential:** Increased to \$1.00 per hour.
5. **Technical Classifications:** Ortho Techs, Interpreters, Pharmacy Techs and LVNs will be included in Technical classifications, i.e., 12.5% per diem differential and 5% weekend differential upon ratification.

6. **Per Diem Differential for Service Workers.** The on-call/per diem differential for Service workers increased from \$1.45 to \$1.75 upon ratification.
7. **RCP Agreements:** In separate bargaining for RCPs, the following agreements were reached:
 - a. Transport Training Transition
 - b. Procedure for Call/Text Distribution List
 - c. Procedure for Incentive Shifts
 - d. Procedure for Extra Shift and Overtime
 - e. 12 Hour Shift employees will be paid shift differential to the end of their shift and any hours worked beyond their shift into the following shift.
 - f. Displacement will be limited to 2 shifts per quarter like the RNs
8. **Group 1 Pension:** Animal Techs, Ambassadors/Mail Clerks, Distribution Clerks, Audiology Aides, Receiving Clerks, Medical Interpreters who were previously non-union are now part of the Service and Technical Contract. Employees in those classifications that were hired on or after 1/1/12 were not placed in the CHO Pension plan. As a result of joining the Union, they will be placed in the Pension within 60 days of ratification.
9. **PTO Requests.** Additional requests for PTO, that are submitted after the initial process of granting PTO has been completed during the beginning of the year, will be granted or denied within 2 weeks of submission.
10. **Three Hour Notice.** The Employer will give employees three-hour notice of cancellation and employees, when using unplanned PTO (Calling in Sick), will also give the Hospital three hours' notice.
11. **Distribution of Call (Standby).** Each department that uses Standby (Call) may vote to use seniority or rotation for the distribution of Standby.
12. **Daily Cancellations.** The Employer will first seek volunteers before calling off employees.
13. **Parking.** The issue of parking will be put in Joint Committee to attempt to find solutions to the problems of parking.
14. **FQHC Locations-Interpreting Services.** Interpreting services in FQHC will be phased away from subcontracted interpreters as of January 2018 and given to in-house interpreters.
15. **Oakland Sick Leave.** Language was placed in the contract that guarantees at least 3 days of sick leave per year for per diem employees as required by Oakland City ordinance.
16. **No Subcontracting.** We updated the No Subcontracting language guaranteeing the security of our jobs.

Dues. It is a requirement under the NUHW Constitution and Bylaws that the dues for newly organized workers are 1.5%. So that there are not three different systems of dues at CHO, all CHO NUHW members will go to the standard 1.5% dues structure that other NUHW hospital workers have. This will occur on January 1, 2018. (Note: SEIU's dues system is 2%.)