

SAN RAFAEL HEALTH AND WELLNESS CENTER BARGAINING UPDATE

APRIL 20, 2017

Our union presented proposals on all outstanding topics. We agreed on categories of employees, jury duty, layoffs, new employee orientations, and safety. Management promised a response on everything at the beginning of the next bargaining session. **Here is where we are now:**

Topic	NUHW proposals	BRIUS proposals
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, 2% one year from ratification, and 2% two years from ratification.
Retro pay	Up to \$1,650 per worker depending on years of service.	Up to \$450 per worker depending on years of service.
Medical	90% 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	We pay whatever we pay now. Employer cannot change the plan.	Workers pay 100% of premiums. Employer can change plan at any time.
Sick	6 days/year to start. 7.5 days/years at 5 years. 9 days/year at 10 years. No limit on usage. Accrual cap of 300 hours.	Accrue 6 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	\$0.50/hr more for training new employees if stewards can come to the facility on days off.	\$0.50/hr more for training new employees.

UPCOMING BARGAINING SESSIONS

Wednesday, April 26 • NUHW office, 5801 Christie Ave, Suite 525, Emeryville

Monday, May 15 • FMCS • 7677 Oakport St #550, Oakland

10 a.m. for both sessions • All members welcome!

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

