

SAN RAFAEL HEALTH AND WELLNESS CENTER BARGAINING UPDATE

APRIL 26, 2017

At our last session Rockport VP Wesley Rogers told us management would present a new proposal on April 26. The “new” management proposal only had \$50 more in ratification bonus, a start rate for CNAs and RNAs that is 25 cents higher than their old start rate, and **NO CHANGE IN WAGES**.

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 \$15.25/hr.
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. \$50 ratification bonus.
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

Monday, May 15 • FMCS • 7677 Oakport St #550, Oakland
10 a.m. • All members welcome!

For more information, contact your steward or
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