

SAN RAFAEL HEALTH AND WELLNESS CENTER

WE GOT A CONTRACT!

After nearly five years of bargaining, on December 19 and 21, we finally ratified our contract with 90% in favor!

HIGHLIGHTS FROM THE CONTRACT

WAGE INCREASE

7.5% increase over 3 years

3% increase the first full pay period after ratification

2.25% after one year

2.25% after two years

IMPROVED VACATION BENEFITS

0-1 year: 1 week

2-4 years: 2 weeks

5-9 years: 3 weeks

10-17 years: 4 weeks

18+ years: 5 weeks

RATIFICATION BONUS: DEPENDING ON YEARS OF SERVICE

First bonus:

First full pay period after ratification

Less than 1 year of service – none

More than 1 year but less than 2 years of service – \$150

More than 2 years but less than 3 years of service – \$250

More than 3 years of service – \$300

Second bonus:

One year after ratification

More than 2 years but less than 4 years of service – \$150

More than 4 years of service – \$200

Third bonus

Two years after ratification

More than 3 years but less than 5 years of Service – \$150

More than 5 years of service – \$200

WHAT'S NEXT?

We get ready to enforce our new contract

We elect stewards for each department and/or shift

We start forming our Labor Management committee to work on improving staffing and other working conditions

Help our co-workers at Novato Healthcare Center get their contract, which they have been fighting for for over two years

If you have any questions please contact a bargaining committee member or NUHW Organizer Alex Early at aearly@nuhw.org or (617) 816-4260.

