

INTRODUCING THE RAMS-NUHW BARGAINING TEAM & PLATFORM!



We the clinical staff of Richmond Area Multi-Services, Inc., formed a union in 2017 in order to improve our lives and the lives of those in the communities we serve. In preparation for our upcoming negotiations with RAMS management, we have adopted the following bargaining priorities, which we believe will assist in the achievement of that goal.

OUR BARGAINING PRIORITIES

- 1** Fair salary increases and pay scales that foster transparency and recognize the value and commitment of RAMS staff;
- 2** Increased compensatory recognition for licensure;
- 3** Allocation of resources for paid leave and reimbursement for staff education and training that benefits RAMS;
- 4** Improved PTO and health and retirement program benefits, including 401(k) matching;
- 5** The establishment of a Joint Labor-Management Committee to increase transparency and provide employees with a platform to work with Management to identify and resolve worksite issues related to:
 - Staffing and caseload
 - Workplace safety
 - Improved technology & technology support
 - Protections/support for visa holders, including green card sponsorship
 - Support for administrative duties of clinical supervisors
- 6** The establishment of a Professional Practice Committee to work collaboratively with Management on decisions regarding:
 - Clinical practice, clinical approach and length of treatment
 - Training program structure and methodology

MEET OUR BARGAINING TEAM!

Sasha Zinchenko

Adult Outpatient

Hazel Wan

Adult Outpatient

Avi Wofsy

Adult Outpatient

Grace Gethers

Adult Outpatient

Jules Osborne

Broderick

Chiao-Jung Huang

Broderick/AOP

Jonathan Mitchelmore

CAAP

Bryce Bridge

CAAP

Murphy Milburn

CAAP

Christine Wai

AFI/AOP

Lisa Windes

Child, Youth and Family

Sheila Rivera-Cardinelli

Child, Youth and Family

Stacey Porciuncula

Child, Youth and Family

Suresh Chacko

Child, Youth and Family

Raul Yopez

Fu Yau project

Ernest Brown

Wellness Centers Program

Laura Hahn

Wellness Centers Program

Ashley Hamilton

Wellness Centers Program

Khiet Truong

Wellness Centers Program

FREQUENTLY ASKED QUESTIONS

Can I still attend bargaining, even if I'm not on the bargaining team?

Yes! All NUHW members are encouraged to attend negotiation sessions. To win a strong contract, we must show management that we are all united behind our proposals. Once we have bargaining sessions scheduled, we will let everyone know.

When will we begin to bargain?

Before we start bargaining, we need to better understand current RAMS policies, benefits and pay structure. We've requested all relevant information from HR. We will use this information, along with our bargaining surveys and market research conducted by NUHW research staff, to craft our proposals.

How much are union dues?

Union dues are completely voluntary until we ratify our contract. Once our contract is in place, NUHW union dues will be 1.5 percent of our base rate of pay, up to 40 hours per week.