

RICHMOND AREA MULTI-SERVICES BARGAINING UPDATE

April 13, 2018

On Monday April 9th, we held our very first bargaining session with management! The group was represented by Ashley Hamilton (Wellness), Ernest Brown (Wellness), Hazel Wing Man Wan (AOP- not pictured), and Jonathan Mitchelmore (CAAP).



We presented them with all non-economic proposals with the exception of one side letter, and all economic proposals except for our wage scales.

While most of the session was spent discussing the ground rules for upcoming negotiations, we did walk management through most of our proposals and answered several of their initial questions.

After management expressed concerns about our economic demands, our team pointed out that salaries at RAMS have not kept up with the Bay Area's cost of living and are currently about 40 lower than what Kaiser or the city of San Francisco pays.

We also shared statistics on the high number of masters-level, specialized clinicians employed by RAMS and pointed out the agency's recent 2.5 percent increase in city funding. We told management that we would be happy to collaborate on further boosting city support for RAMS.

Management also expressed concerns about our proposal to take disputes to arbitration and a preference for using their current personnel handbook — rather than our proposals — as a starting point for negotiations.

In response, we said we are open to compromise, but explained our commitment to drafting fair workplace rules and the shared benefits of being able to call on a neutral third party.

We look forward to further negotiations that will result in a fair contract.

**NEXT BARGAINING SESSION:
WEDNESDAY, APRIL 18 • 1-5 P.M.
Administration Building, 639 14th Ave.**

Everyone is welcome to attend. Please let your bargaining team member know so we can work with management to secure your release.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

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