

SAN FRANCISCO NURSING CENTER

BARGAINING UPDATE

OCTOBER 16, 2019

Here is an update from our third bargaining session on October 10:

	Management Proposed	We Responded
Wage Increases	<p>An <i>insultingly</i> low wage increase:</p> <ul style="list-style-type: none">1st year: 1.5%,2nd year: 1.5%3rd year: 1.25% <p>For someone making only \$16 an hour, the first raise would be only 24 cents!</p>	<p>We lowered our proposed yearly raise from 6% to 5%, and changed the wage scale we are proposing so that the anniversary raise for workers on their 1st, 2nd, 3rd, 4th, 5th, 10th and 15th year anniversaries would be 2% instead of 3%.</p>
Health Insurance	<p>Two Kaiser health insurance plans that are inferior to the Kaiser plan we have proposed:</p> <ol style="list-style-type: none">1. Basic Plan: Deductible of \$5,000 Cost to employee: \$53 per month2. "Premium Plan: Deductible of \$1,500 Cost to employee: \$183 per month	<p>We continued to insist on our zero deductible, low co-pay health plan but proposed that workers would pay 10% of the cost and management would pay 90%.</p>

Getting ready to fight

We have to fight hard to win these improvements in pay and health insurance, so our bargaining team is asking local elected officials to meet with us at SFNC and help in this fight. Members of the team attended a recent fundraiser and started introducing themselves to these politicians:

CALIFORNIA STATE SENATOR
SCOTT WEINER



SAN FRANCISCO SUPERVISOR
RAFAEL MANDEL MAN



CALIFORNIA ASSEMBLYMEMBER
DAVID CHIU



NEXT BARGAINING SESSION

Tuesday October 29
9 A.M.

Daly City City Hall
333 90th Street