

SAN FRANCISCO NURSING CENTER

BARGAINING UPDATE

NOVEMBER 1, 2019

Our fourth bargaining session, on October 29, was frustrating. Management didn't bring the proposal on health insurance they had promised, and we feel that they are moving way too slowly.

MANAGEMENT PROPOSED ...

Annual Raises: 1st year: 2%, 2nd year: 1.75%, 3rd year: 1.5%
This is lower than the raises in our old contract! If you make \$17 an hour, your first raise would be just \$.34!

One positive sign: they proposed a minimum wage scale to start the first year of the contract, with new CNAs making at least \$17/hour, housekeepers and dietary at least \$16/hour. But they disagreed that employees should get both raises on their anniversary and a second cost of living raise.

... WE RESPONDED

To show we are willing to negotiate, we lowered the raises in the wage scale so that raises for workers on their 1st, 2nd, 3rd, 4th, and 5th anniversaries would be 1%, and raises on their 10th and 15th year anniversaries would be 2%.

We still insist 5% is a fair across-the-board annual raise, in addition to this wage scale. If you make \$17 an hour, a 5% raise would be a \$.85.

It's time to turn up the heat

It's clear that management doesn't believe that we deserve the fair raises and improvements in health insurance we have proposed, so the bargaining team will vote on Friday, November 8, on an info picket to show management that we are ready to fight. We need to have a strong YES vote to show management that we are unified and committed.



Pictured above:
Stewards meeting with San Francisco Supervisor Matt Haney

Right:
Stewards meeting with San Francisco Supervisor Asha Safai



INFO PICKET VOTE

Friday, November 8

7 to 8 A.M. • 10:30 A.M. to 12:00 P.M. • 2 to 3:30 P.M.

An informational picket is not a strike. It's a day when we all march and picket outside the facility before work, during our breaks, and after work, to show management and the public that we are ready to fight for the pay and benefits we deserve.

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

For more information, please contact NUHW Organizer Alex Early at (617) 816-4260 or aearly@nuhw.org.