

# CONTRACT WAGE INCREASES – DETAILS HERE

**\*\*Service and Tech Unit only\*\***

Our union contract wage increases will happen soon. Here's the info you need to know:

- The wage increase becomes effective on **August 28**. You will see it on your **September 16** paycheck.
- All full-time and part-time employees will receive a 2.5% across the board increase or move to the next step on the wage scale, *whichever is greater*.
- Per Diem Employees: 2% increase or placement on Step 3, *whichever is greater*.
- **NOTE:** If you were full-time and transitioned to Per Diem, your rate should be set at Step 6.
- Check out the Wage Scale Year 2 on the contract to see where you will be. [nuhw.org/FV-Contract-Service&Tech](http://nuhw.org/FV-Contract-Service&Tech)

**GOT CHECK? MISSED MEALS LAWSUIT:** Several years ago, a couple of Registered Nurses filed a lawsuit against FVRMC for failing to pay California missed meal penalty. The initial lawsuit turned into a class action suit and now most of the staff will receive or have already begun to receive checks for previous missed meals. The checks have been about \$1,000. Look for it in your mail!

## 31,000 MISSED MEALS

In 2021, Registered Nurses and Professionals missed more than 31,000 meals!

**KNOW THE LAW:** Under California law, if you miss a meal OR a break, you are entitled to one hour of pay for each meal missed and for missed breaks, up to two hours of pay per day. For example, if you miss your meal and at least one break, you are entitled to 2 hours of pay. Document any missed meals and/or breaks. If you do not get paid, let your Shop Steward or Union organizer know.

## Thanks, Dave! We will miss you!

Shop Steward Dave Seboldt retired on August 5th after decades at FVRMC in the Engineering Department. Dave was known by all and loved by many. He traveled the halls of the hospital with his friendly warm smile as he utilized his skills to do his best to fix what often seemed like an impossible situation. Dave was a Shop Steward since 2017 and served as a Bargaining Team member in both sets of negotiations. His leadership will be missed.



Dave on one of our many picketlines. Shop Stewards gathered to thank Dave for his leadership.

# WHEN WE FIGHT, WE WIN!

## Lab staff win \$22,500 in backpay

At least 21 NUHW members in the Lab were told they would receive an extra shift bonus of \$150 to \$300 for each extra shift they worked. But when they received their pay checks, there was no bonus paid. After waiting a couple of pay periods, it was clear that management was either incompetent or trying to cheat them. Shop Stewards and Bargaining Team members organized everyone in the Lab to document their information, which the union then presented to management. As a result, \$22,250 in backpay bonuses will be distributed to the affected staff, with the average payout of \$1,000 and the highest payout of \$2,300. Great teamwork with all the Lab uniting to fight for what they earned!

## RN wins \$16,000 in penalty pay

Olive in PACU resigned from her position on July 1 after providing two weeks' notice. California law requires that on your last day of work, you must be paid your final paycheck and any accumulated PTO. Well, guess what? Management failed to pay the PTO she had on the books.

*"I tried multiple times to get HR to pay me what I was owed but I got no response", said Olive.*

Under California law, if the employer fails to pay you on your last day, you are entitled to receive penalty pay. The penalty dictates the employer must pay a full day of wages for every single day that you were not paid. We advised management we would take all legal action to not just get the PTO that she was owed, but also penalty pay for their failure to pay in the first place.

According to Olive, *"It wasn't until I contacted NUHW that I finally got results and management took it seriously. NUHW is very quick to jump on concerns and is reliable."*

Last week, Tenet issued a check for \$15,980 in penalty pay in accordance with the law.



*"NUHW was there for me, and if you have issues, there's finally a union that you can count on!"*

## OR Staffing Crisis Triggers Mid-Contract Wage Increases

For months we've had a staffing crisis in the OR with staff from all classifications leaving. The situation was so bad that for the first time in a long time, the hospital has gone on diversion due to short staffing and surgeries were canceled. **As a result, all OR staff demanded a meeting with management, and both techs and RNs united to voice their sharp criticism of the department operations and its impact on patient care.** Management implemented some changes and one of them was a mid-contract wage adjustments to all OR Techs and Surgical Procedure Techs, including those in Labor/Delivery. As a result of these mid-contract adjustments, **NUHW members received wage increases that ranged from 8% to 22%, with an average increase of 15%.** In addition, a new Lead Surgical Tech position was created, and management committed to posting three new positions with wage rates that range from an initial salary of \$31.48 to \$46.22 per hour. Special shout out to Shop Stewards Ron and Lesley who worked on both of these issues with staff.



## Check your check

*"I recently learned that I had been paid the incorrect shift differential for almost a year. Within days of contacting my union organizer, my issue was resolved and now I'll be getting retro pay. Without a union, I would have had to go it alone. I'm proud to be a member of NUHW."*

**ANAMARIJA MILOS, Sterile Processing**