

# UNDERSTANDING OUR CONTRACT AND PROTECTING OUR RIGHTS

The NUHW Bargaining Team, Shop Stewards and members worked hard to win the best contract possible. It's now up to you to make sure you know the new provisions and your rights!

## TRAINING PAY: 5% DIFFERENTIAL

If you are asked to train a new hire or student, you must be paid training pay.

The code for training pay is 87DIF. You must talk to whoever assigns you to train (director, manager, etc.), and make sure your time training is coded so you will get the 5% differential.

If management refuses to provide the differential or gives you a hard time, do not train anyone. This is a new benefit that we negotiated. Let your steward know if you have any issues.

"I periodically find myself training other staff or students. After we won our contract, aside from our wage increases, I benefited immediately by getting 5% training pay. It feels great to get recognition for this additional responsibility." – **Caryn Breeze, Dual Modality Tech**

## CHANGE OF STATUS: FULL-TIME/PART-TIME TO PER DIEM OR PER DIEM TO FT/PT

If you move from a full-time or part-time status to a per diem status, you will be placed onto Step 6 of the job classification or receive a 5% increase, whichever is greater.

If you move from Per Diem to fulltime or part time you will receive years of experience credit to determine placement onto the wage scale.

## WAGE RATES/YEARS OF EXPERIENCE CREDIT: DEADLINE TO APPEAL: OCTOBER 22

Under our new contract, wages are based on credited years of experience in your job. Management has posted the years of experience in your units and you should check to make sure it is accurate. If it is not accurate, you can file an appeal. Advise your shop steward or organizer if you need to file an appeal.

## PROMOTIONS/TRANSFERS

If you are thinking about promoting or transferring to a new position, you need to understand the new contract language to ensure you receive the years of experience credit for the promotion/transfer.

We negotiated very specific language related to how your years of experience credit would be adjusted if you moved to a new position.

Please reach out to your stewards to review the language or to your organizer.

"When we negotiated our contract, we made sure our experience was recognized. We took into account what would occur when members moved from one job to another, how would their years of experience count. We worked with management and ultimately reached an agreement to credit experience. It's a bit complex, so if you are looking to change positions, make sure to ask a shop steward or organizer so you know how it works in our new contract," – **Josh Jesus, CT Tech**

For more information, please contact NUHW Organizer Daniel Dominguez at (661) 609-6339 or [ddominguez@nuhw.org](mailto:ddominguez@nuhw.org).