

Congratulations Mida & Claudine!



RNs Claudine Miranda (PICU) and Mida Apodaca (ET3) were honored as Women of the Year at an annual event hosted by Congressman Lou Correa. Each year, Congressman Correa honors women in education, business and healthcare, and this year, NUHW's newest leaders won for their contributions to the community!

Check your paycheck!

This Friday you should see either your wage increase or bonus as well as reimbursement for the illegal deduction of dues. The new April 2022 wage scales are on the back of this leaflet. *Check how the wage increases are implemented.*

Bargaining Updates

The Organizing Committee and the Bargaining Team have completed four meetings where they reviewed current conditions and discussed issues that need to be addressed. Membership meetings took place for all RNs and Professionals beginning last Saturday and will be completed this week. On April 12 we provided Tenet with 58 available dates for bargaining and are waiting to get confirmation on their availability.

NEXT STEPS: We will be conducting a survey which every member will need to complete that will provide the necessary information we need for bargaining and our contract campaign. This survey will be released in the next week or so.

Congratulations to the NUHW BARGAINING TEAM!

If you have questions or need information, here's your team!

CATH LAB HOLDING
PRITI GANDHI

MARY STRACHAN

DOU
JUAN CARLOS BAUTISTA
RAWNAQ FARHANA
ANH NGUYEN
LACEY VASQUEZ
JOHN WU

OB
NILA DEMPSEY
JULIE HAYWARD
SHARON JOHNSON
LYNN NAVARRA
TORI TRAN
ARLENE WOFFORD

ER
FRANK JUAN
ERIKA MORENO
BANESSA ROMO

OT
ERROL CANIVEL

ENDOSCOPY (G.I.)
VICKIE KETTER

PACU
DIANNE ADAMS
SU TOMOL

ICU/CCU
NORMA GATICA
ANNE GELVEZON
JULIANN KOLBE
ANH THU PHAM
THUY TRAN

PEDIATRIC ACUTE
NANCI STADNICK

PICU
CLAUDINE MIRANDA
JARED NAKAWATASE

IN-HOUSE TRANSPORT
SUE TAN

PHARMACY
KATHY CIMATO
JERE JUSTICE
KENT NGUYEN
LUCY NGUYEN
THERESA PHUNG
KITTIYA SANGLIMSUNAN
LY-NA WHITCOMB

**INTERVENTIONAL
RADIOLOGY (IR)**
RONALD DAVID

LABOR & DELIVERY
LORI STRICKLIN

PT
JUNIOR CACHERO
CHRISTOPHER WARREN

LABORATORY
ASMITA BHAKTA
CINDY CHAU
KRISTI NGUYEN
PHUONG NGUYEN
ANN PHAM
TAMMI TRAN

SAME DAY SERVICE
SYLVIA GARCIA

SOCIAL SERVICES
JEWELL JUSTINIANI-ALLEN
CYNTHIA TALMICH

M2
MAKENNA MUSSON
KEVIN PHAM
JOHANA RIVERA
KIMIE NIP

SURGERY (OR)
CAROLE CARITHERS (CG)
LIZABETH CHURCH
KIM CLOWES
PAULINA NICHOLS (NORA)

M3
MIDA APODACA
IBRAHIMA DIALLO
LAURA ELICKER
PATRICIA OSUNA GUER-
ENA
KELLY WENNENKAMP

SURGICAL / ORTHO
MAGGIE DESIERTO
BRANDON JEWELL
JOANNA STONFER
MARICELA ZARATE

M4
OLIVIA JUDISH
NATALYA RIGOT
FRAN VERA
AUDREY VU

TELEMETRY (MAIN)
JENNIFER CARTER
JENNIFER CZINDER

NICU
LISETTE PEDRONCELLI
MARTIE TAPLEY

**UTILIZATION REVIEW
(CASE MANAGEMENT)**
HOLLY COOK

WOUND CARE
MICHELLE SMITH

HOW THE WAGE INCREASE IMPLEMENTATION WORKS

FULL-TIME/PART-TIME Bargaining Unit Members:

All full-time and part-time bargaining unit employees shall receive an across-the-board increase of two percent (2%)*

Thereafter, all wage steps shall be increased by two percent (2%), and;

Any Full-time or Part-time bargaining unit employees whose wage rate is below the appropriate steps based on years of experience shall receive an increase to bring their rate to the appropriate step, if eligible.

*Determining appropriate increase:

- If the 2% across the board would take a bargaining unit employee over their appropriate step on the wage scale they will receive a combination of a base hourly rate increase and lump sum; the total not to exceed two percent.
- If prior to the 2 percent across the board increase a bargaining unit employee is over their appropriate step on the wage scale, then they will receive a 2% lump sum payment rather than an increase to their hourly base rate of pay.
- Lump sum payments will be based on standard scheduled hours by employee status.

2022 Wage Scales

Job Title	0	1	2	3	4	5	6	7	8	9	10	11	12	15	20	25
RN I	\$40.33	\$40.72	\$41.24	\$42.78	\$44.39	\$46.05	\$47.76	\$49.56	\$51.30	\$53.09	\$54.67	\$56.32	\$57.73	\$58.88	\$60.05	\$61.25
RN II	\$41.73	\$42.14	\$43.31	\$44.92	\$46.60	\$48.36	\$50.17	\$52.04	\$53.87	\$55.76	\$57.43	\$59.15	\$60.64	\$61.85	\$63.08	\$64.33
Case Manager	\$44.00	\$44.43	\$45.65	\$47.36	\$49.14	\$50.98	\$52.90	\$54.89	\$56.80	\$58.80	\$60.56	\$62.38	\$63.93	\$65.22	\$66.52	\$67.84
Quality Assurance RN	\$46.28	\$46.73	\$48.03	\$49.82	\$51.69	\$53.63	\$55.64	\$57.73	\$59.75	\$61.84	\$63.68	\$65.59	\$67.23	\$68.59	\$69.95	\$71.35
Clinical Education	\$47.61	\$48.07	\$49.40	\$51.25	\$53.18	\$55.17	\$57.24	\$59.39	\$61.45	\$63.61	\$65.53	\$67.50	\$69.18	\$70.56	\$71.96	\$73.41
Clinical Lab Scientist	\$37.55	\$38.93	\$39.59	\$40.67	\$41.77	\$42.96	\$44.57	\$46.24	\$47.86	\$49.53	\$51.02	\$52.55	\$53.87	\$54.95	\$56.05	\$57.18
CLS/LIS	\$37.55	\$38.93	\$39.59	\$40.67	\$41.77	\$42.96	\$44.57	\$46.24	\$47.86	\$49.53	\$51.02	\$52.55	\$53.87	\$54.95	\$56.05	\$57.18
Clinical Lab Specialist	\$38.48	\$39.91	\$40.59	\$41.68	\$42.81	\$44.02	\$45.68	\$47.39	\$49.05	\$50.77	\$52.30	\$53.86	\$55.21	\$56.32	\$57.45	\$58.61
CLS/Lead	\$39.42	\$40.88	\$41.58	\$42.70	\$43.85	\$45.09	\$46.79	\$48.54	\$50.25	\$52.01	\$53.57	\$55.17	\$56.56	\$57.70	\$58.85	\$60.03
Social Worker - MSW	\$32.99	\$34.31	\$35.00	\$36.05	\$37.13	\$38.25	\$39.39	\$40.57	\$41.59	\$42.63	\$43.69	\$44.78	\$45.90	\$47.04	\$48.22	\$49.42
Social Worker - LCSW	\$35.39	\$36.81	\$37.55	\$38.67	\$39.83	\$41.02	\$42.25	\$43.52	\$44.61	\$45.73	\$46.87	\$48.04	\$49.24	\$50.47	\$51.73	\$53.03
Therapist - Occup	\$40.58	\$42.10	\$42.84	\$44.02	\$45.23	\$46.47	\$47.75	\$49.07	\$50.42	\$51.80	\$53.23	\$54.69	\$56.19	\$57.74	\$59.32	\$60.96
Therapist - Speech	\$40.58	\$42.10	\$42.84	\$44.02	\$45.23	\$46.47	\$47.75	\$49.07	\$50.42	\$51.80	\$53.23	\$54.69	\$56.19	\$57.74	\$59.32	\$60.96
Therapist - Physical	\$40.58	\$42.10	\$42.84	\$44.02	\$45.23	\$46.47	\$47.75	\$49.07	\$50.42	\$51.80	\$53.23	\$54.69	\$56.19	\$57.74	\$59.32	\$60.96
Pharmacist - Clinical	\$63.11	\$65.65	\$66.95	\$68.96	\$71.03	\$72.98	\$74.98	\$77.04	\$79.17	\$81.34	\$83.38	\$85.46	\$87.59	\$89.33	\$91.13	\$92.95
Pharmacist - Staff	\$61.74	\$64.21	\$65.50	\$67.46	\$69.49	\$71.40	\$73.35	\$75.37	\$77.44	\$79.57	\$81.56	\$83.60	\$85.69	\$87.41	\$89.15	\$90.93

PER DIEM Bargaining Unit Members:

Per Diem staff shall be placed on the 2022 Per Diem wage rates:

Position	2022	Position	2022
Registered Nurse	\$52.91	Social Worker - MSW	\$40.07
Case Manager	\$55.55	Therapist - Physical	\$53.89
Clinical Lab Scientist	\$53.89	Therapist - Occupational	\$53.89
Pharmacist	\$75.69	Therapist - Speech	\$55.14
Social Worker - LCSW	\$44.81		

Should a Per Diem's individual base hourly wage be above the Per Diem base hourly wage rate for 2022, the Per Diem will receive a lump sum payout based on standard hours expected for the Per Diem as in the Per Diem agreement. The pay out will be 2% based on hourly wage rate.