

# WE HAVE A CONTRACT!

## WHO'S INCLUDED:

CARDIOPULMONARY ASSISTANTS • UTILITY ENGINEERS • ENGINEERS • ENGINEER ELECTRICIANS  
ENGINEER PLUMBERS • HVAC ENGINEERS • PURCHASING BUYERS • RECEIVING CLERKS  
EXPEDITORS/STOREKEEPERS • SURGICAL DEPARTMENT ASSISTANTS • SURGICAL UNIT ASSISTANT LEADS

On March 16 we settled a Tentative Agreement with Hazel Hawkins management. We will now be included in the existing NUHW Union contract! See the summary of the tentative agreement below.

**Now we have to vote to ratify it. Voting will take place online on Wednesday, March 24. Everyone will receive an email with a link to vote.**

## THE BARGAINING COMMITTEE RECOMMENDS A YES VOTE.

### TERM OF NEW CONTRACT

The existing contract started on July 1, 2019 and expires on June 30, 2022. We will be added into the contract effective on the date that the contract is ratified. Then, in early 2022, we will all go back to the bargaining table to negotiate our new contract.

### WAGE SCALES AND WAGE INCREASES

Effective upon ratification, all employees in the classifications above will have their current wage scales added to the existing union contract as outlined **on the other side of this leaflet.** **Additionally, all employees and classifications will receive a 4% wage increase on July 1, 2021.**

### STANDBY PAY

In the Union contract, if an employee is placed on standby duty beyond his/her/their regular schedule,

most employees are paid for that time at the rate of one-fourth (1/4) their regular rate of pay, while certain classifications are paid for that time at the rate of one-half (1/2) their regular rate of pay. In this new addendum, engineers will be paid at the one-half (1/2) rate, while the others will be paid at the one-quarter (1/4) rate.

### SCHEDULING IN THE ENGINEERING DEPARTMENT

In the Union contract, the Hospital is required to post a monthly schedule two weeks in advance for all employees. In this new addendum, the Engineering Department's current practice of posting a 12-week schedule (rather than a monthly schedule) will be continued.

## VOTE ONLINE - MARCH 24

Voting will take place on Wednesday, March 24, from 8AM to 5PM.

Everyone will be emailed a link to vote! Questions? Contact NUHW Organizer Toni Macias at (210) 843-7776 or [tmacias@nuhw.org](mailto:tmacias@nuhw.org).

**The Bargaining Committee recommends a YES vote.**

# WAGE SCALES AND WAGE INCREASES

| Job Classification                                    | Base / Longevity / Per Diem |                                | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    |
|---|-----------------------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Surgical Unit Assitant                                | BASE                        | Base                           | 20.98 | 21.47 | 21.96 | 22.47 | 23.01 | 23.56 | 24.12 | 24.71 | 25.29 | 25.88 | 26.49 | 27.10 | 27.77 |
|   | OC                          | 15% above base                 | 24.13 | 24.69 | 25.25 | 25.84 | 26.46 | 27.09 | 27.74 | 28.42 | 29.08 | 29.76 | 30.46 | 31.17 | 31.94 |
|   | L15                         | 2.5% above base                | 21.50 | 22.01 | 22.51 | 23.03 | 23.59 | 24.15 | 24.72 | 25.33 | 25.92 | 26.53 | 27.15 | 27.78 | 28.46 |
|   | L15OC                       | 15% above L15                  | 24.73 | 25.31 | 25.89 | 26.49 | 27.12 | 27.77 | 28.43 | 29.13 | 29.81 | 30.51 | 31.23 | 31.94 | 32.73 |
|   | L25                         | 5% above base (2.5% above L15) | 22.03 | 22.54 | 23.06 | 23.59 | 24.16 | 24.74 | 25.33 | 25.95 | 26.55 | 27.17 | 27.81 | 28.46 | 29.16 |
|   | L25OC                       | 15% above L25                  | 25.33 | 25.93 | 26.52 | 27.13 | 27.78 | 28.45 | 29.12 | 29.84 | 30.54 | 31.25 | 31.99 | 32.72 | 33.53 |
| Lead Surgical Unit Assistant                          | BASE                        | Base                           | 29.30 | 30.04 | 30.76 | 31.55 | 32.35 | 33.16 | 34.01 | 34.86 | 35.71 | 36.61 | 37.52 | 38.46 | 40.38 |
|   | OC                          | 15% above base                 | 33.70 | 34.55 | 35.37 | 36.28 | 37.20 | 38.13 | 39.11 | 40.09 | 41.07 | 42.10 | 43.15 | 44.23 | 46.44 |
|   | L15                         | 2.5% above base                | 30.03 | 30.79 | 31.53 | 32.34 | 33.16 | 33.99 | 34.86 | 35.73 | 36.60 | 37.53 | 38.46 | 39.42 | 41.39 |
|   | L15OC                       | 15% above L15                  | 34.54 | 35.41 | 36.26 | 37.19 | 38.13 | 39.09 | 40.09 | 41.09 | 42.09 | 43.15 | 44.23 | 45.33 | 47.60 |
|   | L25                         | 5% above base (2.5% above L15) | 30.77 | 31.54 | 32.30 | 33.13 | 33.97 | 34.82 | 35.71 | 36.60 | 37.50 | 38.44 | 39.40 | 40.38 | 42.40 |
|   | L25OC                       | 15% above L25                  | 35.38 | 36.27 | 37.14 | 38.10 | 39.06 | 40.04 | 41.07 | 42.09 | 43.12 | 44.21 | 45.31 | 46.44 | 48.76 |
| Engineer  | BASE                        | Base                           | 37.19 | 38.12 | 39.07 | 40.04 | 41.03 | 42.09 | 43.12 | 44.20 | 45.29 | 46.43 | 47.62 | 48.80 | 50.01 |
|   | OC                          | 15% above base                 | 42.77 | 43.84 | 44.93 | 46.05 | 47.18 | 48.40 | 49.59 | 50.83 | 52.08 | 53.39 | 54.76 | 56.12 | 57.51 |
|   | L15                         | 2.5% above base                | 38.12 | 39.07 | 40.05 | 41.04 | 42.06 | 43.14 | 44.20 | 45.31 | 46.42 | 47.59 | 48.81 | 50.02 | 51.26 |
|   | L15OC                       | 15% above L15                  | 43.84 | 44.93 | 46.05 | 47.20 | 48.36 | 49.61 | 50.83 | 52.10 | 53.39 | 54.73 | 56.13 | 57.52 | 58.95 |
|   | L25                         | 5% above base (2.5% above L15) | 39.05 | 40.03 | 41.02 | 42.04 | 43.08 | 44.19 | 45.28 | 46.41 | 47.55 | 48.75 | 50.00 | 51.24 | 52.51 |
|   | L25OC                       | 15% above L25                  | 44.91 | 46.03 | 47.18 | 48.35 | 49.54 | 50.82 | 52.07 | 53.37 | 54.69 | 56.06 | 57.50 | 58.93 | 60.39 |
| Engineer/Electrician, Engineer/Plumber, Engineer/HVAC | BASE                        | Base = 5% above Engineer       | 39.05 | 40.03 | 41.02 | 42.04 | 43.08 | 44.19 | 45.28 | 46.41 | 47.55 | 48.75 | 50.00 | 51.24 | 52.51 |
|   | OC                          | 15% above base                 | 44.91 | 46.03 | 47.18 | 48.35 | 49.54 | 50.82 | 52.07 | 53.37 | 54.69 | 56.06 | 57.50 | 58.93 | 60.39 |
|   | L15                         | 2.5% above base                | 40.03 | 41.03 | 42.05 | 43.09 | 44.16 | 45.30 | 46.41 | 47.57 | 48.74 | 49.97 | 51.25 | 52.52 | 53.82 |
|   | L15OC                       | 15% above L15                  | 46.03 | 47.18 | 48.36 | 49.56 | 50.78 | 52.09 | 53.37 | 54.71 | 56.05 | 57.47 | 58.94 | 60.40 | 61.90 |
|   | L25                         | 5% above base (2.5% above L15) | 41.00 | 42.03 | 43.07 | 44.14 | 45.24 | 46.40 | 47.54 | 48.73 | 49.93 | 51.19 | 52.50 | 53.80 | 55.14 |
|   | L25OC                       | 15% above L25                  | 47.15 | 48.33 | 49.54 | 50.77 | 52.02 | 53.36 | 54.67 | 56.04 | 57.42 | 58.87 | 60.38 | 61.87 | 63.41 |
| Utility Engineer                                      | BASE                        | Base                           | 24.05 | 24.65 | 25.26 | 25.89 | 26.54 | 27.20 | 27.89 | 28.58 | 29.29 | 30.03 | 30.78 | 31.54 | 32.33 |
|   | OC                          | 15% above base                 | 27.66 | 28.35 | 29.05 | 29.77 | 30.52 | 31.28 | 32.07 | 32.87 | 33.68 | 34.53 | 35.40 | 36.27 | 37.18 |
|   | L15                         | 2.5% above base                | 24.65 | 25.27 | 25.89 | 26.54 | 27.20 | 27.88 | 28.59 | 29.29 | 30.02 | 30.78 | 31.55 | 32.33 | 33.14 |
|   | L15OC                       | 15% above L15                  | 28.35 | 29.06 | 29.78 | 30.52 | 31.28 | 32.06 | 32.88 | 33.69 | 34.53 | 35.40 | 36.28 | 37.18 | 38.11 |
|   | L25                         | 5% above base (2.5% above L15) | 25.25 | 25.88 | 26.52 | 27.18 | 27.87 | 28.56 | 29.28 | 30.01 | 30.75 | 31.53 | 32.32 | 33.12 | 33.95 |
|   | L25OC                       | 15% above L25                  | 29.04 | 29.76 | 30.50 | 31.26 | 32.05 | 32.84 | 33.68 | 34.51 | 35.37 | 36.26 | 37.17 | 38.08 | 39.04 |
| Cardiopulmonary Assistant                             | BASE                        | Base                           | 25.01 | 25.65 | 26.27 | 26.95 | 27.61 | 28.30 | 29.00 | 29.73 | 30.50 | 31.23 | 32.02 | 32.81 | 33.63 |
|   | OC                          | 15% above base                 | 28.76 | 29.50 | 30.21 | 30.99 | 31.75 | 32.55 | 33.35 | 34.19 | 35.08 | 35.91 | 36.82 | 37.73 | 38.67 |
|   | L15                         | 2.5% above base                | 25.64 | 26.29 | 26.93 | 27.62 | 28.30 | 29.01 | 29.73 | 30.47 | 31.26 | 32.01 | 32.82 | 33.63 | 34.47 |
|   | L15OC                       | 15% above L15                  | 29.48 | 30.23 | 30.97 | 31.77 | 32.55 | 33.36 | 34.18 | 35.04 | 35.95 | 36.81 | 37.74 | 38.67 | 39.64 |
|   | L25                         | 5% above base (2.5% above L15) | 26.26 | 26.93 | 27.58 | 28.30 | 28.99 | 29.72 | 30.45 | 31.22 | 32.03 | 32.79 | 33.62 | 34.45 | 35.31 |
|   | L25OC                       | 15% above L25                  | 30.20 | 30.97 | 31.72 | 32.54 | 33.34 | 34.17 | 35.02 | 35.90 | 36.83 | 37.71 | 38.66 | 39.62 | 40.61 |
| Buyer   | BASE                        | Base                           | 21.95 | 22.49 | 23.06 | 23.62 | 24.23 | 24.83 | 25.46 | 26.10 | 26.75 | 27.41 | 28.08 | 28.79 | 29.53 |
|   | OC                          | 15% above base                 | 25.24 | 25.86 | 26.52 | 27.16 | 27.86 | 28.55 | 29.28 | 30.02 | 30.76 | 31.52 | 32.29 | 33.11 | 33.96 |
|   | L15                         | 2.5% above base                | 22.50 | 23.05 | 23.64 | 24.21 | 24.84 | 25.45 | 26.10 | 26.75 | 27.42 | 28.10 | 28.78 | 29.51 | 30.27 |
|   | L15OC                       | 15% above L15                  | 25.87 | 26.51 | 27.18 | 27.84 | 28.56 | 29.27 | 30.01 | 30.77 | 31.53 | 32.31 | 33.10 | 33.94 | 34.81 |
|   | L25                         | 5% above base (2.5% above L15) | 23.05 | 23.61 | 24.21 | 24.80 | 25.44 | 26.07 | 26.73 | 27.41 | 28.09 | 28.78 | 29.48 | 30.23 | 31.01 |
|   | L25OC                       | 15% above L25                  | 26.50 | 27.16 | 27.84 | 28.52 | 29.26 | 29.98 | 30.74 | 31.52 | 32.30 | 33.10 | 33.91 | 34.76 | 35.66 |
| Receiving Clerk                                       | BASE                        | Base                           | 20.17 | 20.67 | 21.18 | 21.71 | 22.26 | 22.81 | 23.39 | 23.97 | 24.57 | 25.19 | 25.82 | 26.47 | 27.13 |
|   | OC                          | 15% above base                 | 23.20 | 23.77 | 24.36 | 24.97 | 25.60 | 26.23 | 26.90 | 27.57 | 28.26 | 28.97 | 29.69 | 30.44 | 31.20 |
|   | L15                         | 2.5% above base                | 20.67 | 21.19 | 21.71 | 22.25 | 22.82 | 23.38 | 23.97 | 24.57 | 25.18 | 25.82 | 26.47 | 27.13 | 27.81 |
|   | L15OC                       | 15% above L15                  | 23.78 | 24.36 | 24.97 | 25.59 | 26.24 | 26.89 | 27.57 | 28.25 | 28.96 | 29.69 | 30.44 | 31.20 | 31.98 |
|   | L25                         | 5% above base (2.5% above L15) | 21.18 | 21.70 | 22.24 | 22.80 | 23.37 | 23.95 | 24.56 | 25.17 | 25.80 | 26.45 | 27.11 | 27.79 | 28.49 |
|   | L25OC                       | 15% above L25                  | 24.36 | 24.96 | 25.57 | 26.21 | 26.88 | 27.54 | 28.24 | 28.94 | 29.67 | 30.42 | 31.18 | 31.96 | 32.76 |
| Expeditor/Storekeeper                                 | BASE                        | Base                           | 17.03 | 17.46 | 17.90 | 18.36 | 18.80 | 19.28 | 19.77 | 20.26 | 20.74 | 21.28 | 21.81 | 22.34 | 22.90 |
|   | OC                          | 15% above base                 | 19.58 | 20.08 | 20.59 | 21.11 | 21.62 | 22.17 | 22.74 | 23.30 | 23.85 | 24.47 | 25.08 | 25.69 | 26.34 |
|   | L15                         | 2.5% above base                | 17.46 | 17.90 | 18.35 | 18.82 | 19.27 | 19.76 | 20.26 | 20.77 | 21.26 | 21.81 | 22.36 | 22.90 | 23.47 |
|   | L15OC                       | 15% above L15                  | 20.07 | 20.58 | 21.10 | 21.64 | 22.16 | 22.73 | 23.30 | 23.88 | 24.45 | 25.08 | 25.71 | 26.33 | 26.99 |
|   | L25                         | 5% above base (2.5% above L15) | 17.88 | 18.33 | 18.80 | 19.28 | 19.74 | 20.24 | 20.76 | 21.27 | 21.78 | 22.34 | 22.90 | 23.46 | 24.05 |
|   | L25OC                       | 15% above L25                  | 20.56 | 21.08 | 21.61 | 22.17 | 22.70 | 23.28 | 23.87 | 24.46 | 25.04 | 25.70 | 26.34 | 26.98 | 27.65 |

**Then, on July 1, 2021, all employees and classifications will receive a 4% wage increase.**