

NUHW NUHW @ THE LA LGBT CENTER



Hey all! It's NUHW contract time again!

What does that mean? Many of you don't remember, but before we unionized, things were a bit different at the Center. Sure, we were always a big happy queer family – but working conditions were not as they are now. Our contract negotiations were long, but brought some pretty significant improvements to our jobs. These improvements don't only affect us directly, but help shape the standard for workers at FQHCs.

What did we get? First off: PAY! We saw significant pay increases: Nurse Practitioners and PAs got a \$15K raise. Physicians' starting salary increased by \$25K, RN starting pay went from \$84K to \$90K; MSW pay went from \$63K to \$70.5K. This was much more substantial than the 3-4% the company offered. These raises were all possible through the power of collective bargaining, and with the help of a professional negotiator afforded to us by our union dues (a cost that was covered within our salary increases). We also got bilingual pay, reimbursement for medical licenses, registrations, credentialing, clinical exam fees, books, and CEs. Before, we had to pay out of pocket for these things. (BTW, make sure you're saving receipts and submitting them!) MSWs even had to pay a therapist out of pocket to provide clinical supervision to earn hours worked towards licensure - but not anymore.

Did you know, your patient's medical appointments used to be only 15 minutes? And sometimes you were double-booked with patients and just had to "make it work"? And if management changed working conditions, they could just do it? In 2019, management reduced patient appointments from 20/40 minutes to 15/30 minutes - without any input

from workers. While already a burdensome change, this became unworkable when COVID struck. We successfully negotiated a return to 20 and 40 minute appointments. We now have protections such as the right to bargain over new working conditions and a monthly labor management meeting with Center Administration where we address concerns that YOU bring up to us about work life. These meetings, and contract bargaining meetings, are opportunities for us to sit at the table as equals with management, where we work together to better the Center for everyone. And we aren't the only ones who benefit from better working conditions - the patients benefit too from having a more stable workforce serving them.

This is where we need YOU. We will be holding department meetings during the month of March. (See back page for more info.) We need folks to tell us what is important to them for our next contract. What benefits would you like to see us as a Union fight for? What working conditions do you want to see changed? What do you think is fair pay for the hard work that you do? We welcome any and all feedback, as well as any folks who want to join the bargaining team to sit at the table with management and voice our concerns. The more voices we have at the table, the more power we hold. And if you join, your schedule will be blocked to allow time to participate. (The same goes with Union Steward meetings and Labor Management Meetings, for anyone interested in stewardship!) Let's all work together to get better pay, better benefits, and better working conditions - as there is ALWAYS room from improvement in life.

In solidarity,
Joe, Justin, Cyndi & Tom

UNION DEPARTMENT MEETINGS @ LA LGBT CENTER MARCH 2023

We'll hold department meetings via Zoom to share our thoughts on improvements we want to make in our next contract. We will negotiate with LA LGBT Center management over improvements to our wages, benefits, health care, issues affecting patient care like staffing, and more.

FIRST STEP: COME TO YOUR DEPARTMENT MEETING!

Learn about the negotiations process and your role in winning a great contract! Talk to your coworkers about what is important to you and them.

MEETING SCHEDULE

**Medical Social Workers and
Licensed Clinical Social Workers**

Tuesday, March 7 from 7-8 PM

**Nurse Practitioners, Psych Nurse
Practitioners, Physician Assistants,
Physicians, Research Clinicians & Dieticians**

Tuesday, March 14 from 7-8 PM

**Registered Nurse Care Managers
and Nursing Coordinators**

Thursday, March 9, from 7-8 PM

*The preparation to begin negotiations and
win a great contract starts with YOU.*

SCAN QR CODE TO JOIN ZOOM MEETINGS

<https://us06web.zoom.us/j/89944567500>

Meeting ID: 899 4456 7500

One tap mobile: +16694449171,,89944567500#



*Contact your stewards (Joe, Justin, Cyndi & Tom) or NUHW Organizer Cindy Gaete at
(203) 202-4858 to confirm your attendance for your department meeting.*