



NUHW BARGAINING TEAM

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LA LGBT Center

BARGAINING UPDATE #2

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As our community continues to be under attack nationwide, it's critical that the Los Angeles LGBT Center steps forward in this time of crisis.

We are committed to holding the LA LGBT Center accountable to providing the quality care and access to care that our community deserves and requires to **thrive**.

Quality care and access to care require a stable, skilled, and dedicated workforce. Our community depends on their relationships with their healthcare providers.

It's time for the LA LGBT Center to move in a direction that values and supports the clinicians in the health and mental health services.

As professionals, we deserve to work in an environment that allows us to build our careers and support ourselves and our families. Simply put, we need to professionalize and advance our work environment to be on par with conditions that our counterparts enjoy.

Investing in the workforce

Scan the code and listen to LA LGBT Center CEO Joe Hollendonner asserting his goals for the Center. Among the priorities is investing in the workforce. Hollendonner said, "If the workforce [is] well cared for, the clients will be well cared for and the mission of the organization will be achieved."



Our proposals to professionalize our careers are focused on:

- **Compensation**
 - Market wages for all classifications: Increase annual salary rates by 13% in Y1, 6.5% in Y2 and Y3
 - Increase bilingual premium to \$300/month
 - Pathway to increase higher pay for NP 103/104 licensure
 - Create educational equity for all professional classifications
- **Health Insurance and Benefits**
 - Expand employer-paid healthcare for domestic partner, spouse and dependents
 - 7% employer match for 403b retirement contributions



"Last year my partner lost his job which also meant he lost his health insurance. I wanted to put him onto my plan, but the cost was so exorbitant - almost \$1,000 a month - something we couldn't afford. We ultimately went another route. I couldn't believe that this was our situation. I'm a healthcare provider who couldn't afford healthcare for my family. We want to expand our family, but if we don't have family coverage, we cannot afford insurance for our kids. We shouldn't have to pay obscene amounts for coverage."

Penina Smith
Physician Assistant