

LA LGBT Center Ratification Summary
Professional Health Services Staff
January 14, 2021

When we voted to join NUHW in October 2019, we knew we wanted to raise our standards in our profession. Our three priorities were addressing recruitment, retention, and patient care needs. We wanted to build an organization that would give us the structure, skills, expertise and power to win a fair contract.

But little did we know how much we would need each other. How much we would need to stand united. How hard we would have to fight. But fight we did, and in the midst of a pandemic that has hit our community especially hard. COVID-19 has heightened the health care disparities of vulnerable communities we care for and illustrated the need to attract and retain highly-qualified healthcare providers and social workers at The Center.

Following our election, it took 11 months and nearly two dozen bargaining sessions to win our first contract.

This victory is everyone's victory. Everyone who voted to join the Union, attended bargaining and membership meetings, participated in actions like writing letters to the Board and sharing your Stories as Professional Staff—we won because of your action.

Special recognition goes to the following NUHW Organizing and Bargaining Team who spent days and hours on their own time to negotiate this contract, to organize and educate the members, to carry out the actions---their leadership, dedication, commitment and time, made this possible: Thom Biddison, Joe Smith, Cyndi Harrison, Justin Hernandez, Elsa Gardener, Robyn Krysiak, and Matt Sexter.

Next steps: All Bargaining Unit members must vote for the contract to become effective. If approved, the contract will go into effect immediately. Online voting will begin next week.

The Bargaining Team unanimously recommends a YES vote to approve the contract!





NATIONAL UNION OF HEALTHCARE WORKERS

SALARIES

1. Effective January 1, 2021: The new base salary rates for each job classification increased between 3.4% TO 6.1%.

All bargaining unit members shall be placed onto the new base salary rate, or shall receive an across the board salary increase based upon your seniority as of January 1, 2021, whichever is greater.

Position	Current Rate	New Rate 01/01/2021
Physician	205,000	217,500
Psychiatric Nurse Practitioner	130,000	135,000
Nurse Practitioner	115,000	122,500
Physician Assistant	115,000	122,500
Research Clinician	115,000	122,500
Care Manager	84,000	87,000
Nursing Coordinator	84,000	87,000
PEP Care Manager	84,000	87,000
Medical Social Worker	63,000	66,750
Registered Dietitian	58,240	70,589

Across the board salary increase based on seniority:

Table A – Year 1		
Classification	Years of Service	Increase %
Physicians, Psychiatric Nurse Practitioners, Nurse Practitioners, Physician Assistants, Research Clinicians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	4.0%
	10	5.0%
Care Managers, Nursing Coordinators, PEP Care Managers, Medical Social Workers, Registered Dietitians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	4.0%
	10	5.0%



NATIONAL UNION OF HEALTHCARE WORKERS

2. Effective July 1, 2021: The new base salary rates for each job classification increased between 3.3% TO 5.7%.

Position	New Rate 01/01/2021	New Rate 07/01/2021
Physician	217,500	230,000
Psychiatric Nurse Practitioner	135,000	140,000
Nurse Practitioner	122,500	130,000
Physician Assistant	122,500	130,000
Research Clinician	122,500	130,000
Care Manager	87,000	90,000
Nursing Coordinator	87,000	90,000
PEP Care Manager	87,000	90,000
Medical Social Worker	66,750	70,500
Registered Dietitian	70,589	74,000

All bargaining unit members shall be placed onto the new base salary rate, or shall receive an across the board salary increase based upon your seniority as of July 1, 2021, whichever is greater.

Classification	Years of Service	Increase %
Physicians, Psychiatric Nurse Practitioners, Nurse Practitioners, Physician Assistants, Research Clinicians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	3.5%
	10	3.5%
Care Managers, Nursing Coordinators, PEP Care Managers, Medical Social Workers, Registered Dietitians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	3.5%
	10	3.5%



NATIONAL UNION OF HEALTHCARE WORKERS

3. Effective July 1, 2022: All bargaining unit members shall receive an across the board salary increase based upon your seniority as of July 2, 2022.

Table B – Year 2 and 3		
Classification	Years of Service	Increase %
Physicians, Psychiatric Nurse Practitioners, Nurse Practitioners, Physician Assistants, Research Clinicians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	3.5%
	10	3.5%
Care Managers, Nursing Coordinators, PEP Care Managers, Medical Social Workers, Registered Dietitians	0 to 2	2.0%
	3 to 6	3.0%
	7 to 9	3.5%
	10	3.5%

Bilingual Differential: If you speak a second language and are designated by the Employer as staff that will utilize your second language skills: you shall receive a \$200 monthly bilingual differential.

Clinical Supervision For MSWs: The Center shall provide individual or triadic clinical supervision for unlicensed Medical Social Workers in addition to the currently provided group supervision. The supervision shall be compliant with all the State of California Board of Behavioral Sciences requirements/procedures for accrual of hours needed for MSWs to obtain licensure.

Medical Social Workers (MSWs) who achieve their LCSW: A meeting between staff and management shall be held to determine whether or not utilization of the additional skills for patients and the clinic would be of added value, and if so, an additional 15% pay increase shall be provided.

Educational Benefits: For the first time, RNs, Medical Social Workers shall be eligible for an annual reimbursement of up to \$1000. Providers shall continue to have access to up to \$2500 for annual reimbursement.

In addition, these funds can be utilized for certification and licensure renewal fees.

Up to 6 paid days a calendar year may be utilized for professional development courses, seminars, and an additional 2 days may be authorized by the Center.

Union Representation: Members will be represented by trained Shop Stewards who are co-workers who are trained in the contract and the process to assist and advise members in issues related to problems at work. In addition, for any issues related to contract violations,



NATIONAL UNION OF HEALTHCARE WORKERS

discipline or termination, the Union fully represents the membership at each stage. All bargaining unit members are required to join the Union.

Labor Management Committee: Meetings shall be held on a monthly basis between Union Stewards and management to discuss and resolve issues of mutual concerns such as workloads, patient protocol, systems and practices to enhance patient care.

Scheduling: In the event the Employer determines the need to expand or change regular service hours or unanticipated temporary circumstances occur that require service hour changes, the Employer shall notify the Union forty-five (45) days in advance and negotiate the process and impact of such proposed changes in service hours, except for unforeseeable events that necessarily disrupt regular operations.

Patient Scheduling: Patient schedules will be built to include hours of unscheduled time which may be utilized at the discretion of the professional staff for breaks, meals and/or administrative work for full time employees.

Patient schedules will be built for Medical Doctors, Physician Assistants, Nurse Practitioners and Dietitians to include two (2) hours per day of unscheduled time.

Patient schedules will be built for Care Managers and Medical Social Workers to include three (3) hours per day of unscheduled time. This can only be adjusted by changes in mandates by the funding agency.

When an employee is unavailable, scheduled patients shall be placed into an open available appointment on another employee's schedule or shall be rescheduled.

Healthcare Benefits: Maintained existing benefits at no cost to staff for employee only coverage.

Grievance Process: A four step process is established to resolve issues if there are violations of the contract. The process ends with a neutral independent arbitrator who decides which party's position is valid.

Holidays: In the event an Employee wishes to take off work on Christmas Eve, they shall only be required to utilize PTO hours that are equivalent to what their regular work schedule would have been up until 2pm that day. By way of example, if an Employee was supposed to work from 8am to 2pm, they shall only need to utilize 5 hours of PTO.