



NUHW BARGAINING UPDATE #3

June 20, 2023

Significant Progress in Economics – Wages and Benefits

Hello everyone,

Management responded to the initial NUHW Bargaining Team proposal on economics. Here are the main highlights:

Wages: Management proposed a different wage structure that is based on years of experience in the profession. The proposal presented has specific wage rates that range from start rate (no previous experience) to up to 30 years experience. In addition, management submitted the years of experience that they have for each person based on previous experience.

Health Insurance Benefits: The NUHW Bargaining Team proposed that the LGBT Center provide fully covered dependent benefits. Management responded that they would pay up to 20% of the premium costs for dependent coverage.

Retirement Benefits: The NUHW Bargaining Team proposed that the Center contribute up to 7% toward the 403(b) plan. Management rejected this.

Educational Benefits: The NUHW Bargaining Team proposed that all staff get up to \$2,500 per year for education benefits. Management increased benefits by \$500 for those staff currently receiving \$1000/per year.

Parental Leave: The NUHW Bargaining Team proposed additional paid parental leave. Management rejected this.

Attached are some of the wage proposals provided by the Center, including the wage scale that management proposed based on years of experience. Please review and if you have questions talk to a member of your Bargaining Team or reach out to NUHW Organizer Cindy Gaete at (203) 202-4858.

JOIN

**Attend bargaining next Friday June 23 @3pm
in-person or by Zoom**

<https://us02web.zoom.us/j/89262899164>

Meeting ID: 892 6289 9164

One tap mobile: +16694449171,,89262899164#

Years of Experience

	<1 year	1 to < 2 years	2 to < 3 years	3 to < 4 years	4 to < 5 years	5 to < 6 years	6 to < 7 years	7 to < 8 years	8 to < 9 years	9 to < 10 years	10 to < 11 years	11 to < 12 years	12 to < 13 years	13 to < 14 years	14 to < 15 years	15 to < 16 years
Year 1		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
MSW	\$ 72,615	\$ 74,025	\$ 75,435	\$ 76,845	\$ 78,255	\$ 79,665	\$ 81,075	\$ 81,780	\$ 82,485	\$ 83,190	\$ 83,895	\$ 84,600	\$ 85,305	\$ 86,010	\$ 86,715	\$ 87,420
Registered Dietitian	\$ 78,440	\$ 79,920	\$ 81,400	\$ 82,880	\$ 84,360	\$ 85,840	\$ 87,320	\$ 88,060	\$ 88,800	\$ 89,540	\$ 90,280	\$ 91,020	\$ 91,760	\$ 92,500	\$ 93,240	\$ 93,980
Care Manager	\$ 95,400	\$ 97,200	\$ 99,000	\$ 100,800	\$ 102,600	\$ 104,400	\$ 106,200	\$ 107,100	\$ 108,000	\$ 108,900	\$ 109,800	\$ 110,700	\$ 111,600	\$ 112,500	\$ 113,400	\$ 114,300
Nursing Coordinator	\$ 98,262	\$ 100,116	\$ 101,970	\$ 103,824	\$ 105,678	\$ 107,532	\$ 109,386	\$ 110,313	\$ 111,240	\$ 112,167	\$ 113,094	\$ 114,021	\$ 114,948	\$ 115,875	\$ 116,802	\$ 117,729
CPGM	\$ 137,800	\$ 140,400	\$ 143,000	\$ 145,600	\$ 148,200	\$ 150,800	\$ 153,400	\$ 154,700	\$ 156,000	\$ 157,300	\$ 158,600	\$ 159,900	\$ 161,200	\$ 162,500	\$ 163,800	\$ 165,100
NP	\$ 137,800	\$ 140,400	\$ 143,000	\$ 145,600	\$ 148,200	\$ 150,800	\$ 153,400	\$ 154,700	\$ 156,000	\$ 157,300	\$ 158,600	\$ 159,900	\$ 161,200	\$ 162,500	\$ 163,800	\$ 165,100
PA	\$ 137,800	\$ 140,400	\$ 143,000	\$ 145,600	\$ 148,200	\$ 150,800	\$ 153,400	\$ 154,700	\$ 156,000	\$ 157,300	\$ 158,600	\$ 159,900	\$ 161,200	\$ 162,500	\$ 163,800	\$ 165,100
Research Clinician	\$ 137,800	\$ 140,400	\$ 143,000	\$ 145,600	\$ 148,200	\$ 150,800	\$ 153,400	\$ 154,700	\$ 156,000	\$ 157,300	\$ 158,600	\$ 159,900	\$ 161,200	\$ 162,500	\$ 163,800	\$ 165,100
Psychiatric NP	\$ 148,400	\$ 151,200	\$ 154,000	\$ 156,800	\$ 159,600	\$ 162,400	\$ 165,200	\$ 166,600	\$ 168,000	\$ 169,400	\$ 170,800	\$ 172,200	\$ 173,600	\$ 175,000	\$ 176,400	\$ 177,800
Psychiatrist	\$ 236,900	\$ 241,500	\$ 246,100	\$ 250,700	\$ 255,300	\$ 259,900	\$ 264,500	\$ 266,800	\$ 269,100	\$ 271,400	\$ 273,700	\$ 276,000	\$ 278,300	\$ 280,600	\$ 282,900	\$ 285,200
Physician - Gyn	\$ 267,800	\$ 273,000	\$ 278,200	\$ 283,400	\$ 288,600	\$ 293,800	\$ 299,000	\$ 301,600	\$ 304,200	\$ 306,800	\$ 309,400	\$ 312,000	\$ 314,600	\$ 317,200	\$ 319,800	\$ 322,400

	<1 year	1 to < 2 years	2 to < 3 years	3 to < 4 years	4 to < 5 years	5 to < 6 years	6 to < 7 years	7 to < 8 years	8 to < 9 years	9 to < 10 years	10 to < 11 years	11 to < 12 years	12 to < 13 years	13 to < 14 years	14 to < 15 years	15 to < 16 years
Year 2		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
MSW	\$ 74,793	\$ 76,246	\$ 77,698	\$ 79,150	\$ 80,603	\$ 82,055	\$ 83,507	\$ 84,233	\$ 84,960	\$ 85,686	\$ 86,412	\$ 87,138	\$ 87,864	\$ 88,590	\$ 89,316	\$ 90,043
Registered Dietitian	\$ 80,793	\$ 82,362	\$ 83,931	\$ 85,500	\$ 87,068	\$ 88,637	\$ 90,206	\$ 90,990	\$ 91,775	\$ 92,559	\$ 93,344	\$ 94,128	\$ 94,912	\$ 95,697	\$ 96,481	\$ 97,266
Care Manager	\$ 98,262	\$ 100,170	\$ 102,078	\$ 103,986	\$ 105,894	\$ 107,802	\$ 109,710	\$ 110,664	\$ 111,618	\$ 112,572	\$ 113,526	\$ 114,480	\$ 115,434	\$ 116,388	\$ 117,342	\$ 118,296
Nursing Coordinator	\$ 98,262	\$ 100,170	\$ 102,078	\$ 103,986	\$ 105,894	\$ 107,802	\$ 109,710	\$ 110,664	\$ 111,618	\$ 112,572	\$ 113,526	\$ 114,480	\$ 115,434	\$ 116,388	\$ 117,342	\$ 118,296
CPGM	\$ 101,210	\$ 103,175	\$ 105,140	\$ 107,106	\$ 109,071	\$ 111,036	\$ 113,001	\$ 113,984	\$ 114,967	\$ 115,949	\$ 116,932	\$ 117,914	\$ 118,897	\$ 119,880	\$ 120,862	\$ 121,845
NP	\$ 141,934	\$ 144,690	\$ 147,446	\$ 150,202	\$ 152,958	\$ 155,714	\$ 158,470	\$ 159,848	\$ 161,226	\$ 162,604	\$ 163,982	\$ 165,360	\$ 166,738	\$ 168,116	\$ 169,494	\$ 170,872
PA	\$ 141,934	\$ 144,690	\$ 147,446	\$ 150,202	\$ 152,958	\$ 155,714	\$ 158,470	\$ 159,848	\$ 161,226	\$ 162,604	\$ 163,982	\$ 165,360	\$ 166,738	\$ 168,116	\$ 169,494	\$ 170,872
Research Clinician	\$ 141,934	\$ 144,690	\$ 147,446	\$ 150,202	\$ 152,958	\$ 155,714	\$ 158,470	\$ 159,848	\$ 161,226	\$ 162,604	\$ 163,982	\$ 165,360	\$ 166,738	\$ 168,116	\$ 169,494	\$ 170,872
Psychiatric NP	\$ 152,852	\$ 155,820	\$ 158,788	\$ 161,756	\$ 164,724	\$ 167,692	\$ 170,660	\$ 172,144	\$ 173,628	\$ 175,112	\$ 176,596	\$ 178,080	\$ 179,564	\$ 181,048	\$ 182,532	\$ 184,016
Psychiatrist	\$ 244,007	\$ 248,745	\$ 253,483	\$ 258,221	\$ 262,959	\$ 267,697	\$ 272,435	\$ 274,804	\$ 277,173	\$ 279,542	\$ 281,911	\$ 284,280	\$ 286,649	\$ 289,018	\$ 291,387	\$ 293,756
Physician - Gyn	\$ 275,834	\$ 281,190	\$ 286,546	\$ 291,902	\$ 297,258	\$ 302,614	\$ 307,970	\$ 310,648	\$ 313,326	\$ 316,004	\$ 318,682	\$ 321,360	\$ 324,038	\$ 326,716	\$ 329,394	\$ 332,072

	<1 year	1 to < 2 years	2 to < 3 years	3 to < 4 years	4 to < 5 years	5 to < 6 years	6 to < 7 years	7 to < 8 years	8 to < 9 years	9 to < 10 years	10 to < 11 years	11 to < 12 years	12 to < 13 years	13 to < 14 years	14 to < 15 years	15 to < 16 years
Year 3		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
MSW	\$ 77,037	\$ 78,533	\$ 80,029	\$ 81,525	\$ 83,021	\$ 84,517	\$ 86,012	\$ 86,760	\$ 87,508	\$ 88,256	\$ 89,004	\$ 89,752	\$ 90,500	\$ 91,248	\$ 91,996	\$ 92,744
Registered Dietitian	\$ 83,217	\$ 84,833	\$ 86,449	\$ 88,065	\$ 89,680	\$ 91,296	\$ 92,912	\$ 93,720	\$ 94,528	\$ 95,336	\$ 96,144	\$ 96,952	\$ 97,760	\$ 98,568	\$ 99,376	\$ 100,184
Care Manager	\$ 101,210	\$ 103,175	\$ 105,140	\$ 107,106	\$ 109,071	\$ 111,036	\$ 113,001	\$ 113,984	\$ 114,967	\$ 115,949	\$ 116,932	\$ 117,914	\$ 118,897	\$ 119,880	\$ 120,862	\$ 121,845
Nursing Coordinator	\$ 101,210	\$ 103,175	\$ 105,140	\$ 107,106	\$ 109,071	\$ 111,036	\$ 113,001	\$ 113,984	\$ 114,967	\$ 115,949	\$ 116,932	\$ 117,914	\$ 118,897	\$ 119,880	\$ 120,862	\$ 121,845
CPGM	\$ 104,246	\$ 106,270	\$ 108,295	\$ 110,319	\$ 112,343	\$ 114,367	\$ 116,391	\$ 117,403	\$ 118,416	\$ 119,428	\$ 120,440	\$ 121,452	\$ 122,464	\$ 123,476	\$ 124,488	\$ 125,500
NP	\$ 146,192	\$ 149,031	\$ 151,869	\$ 154,708	\$ 157,547	\$ 160,385	\$ 163,224	\$ 164,643	\$ 166,063	\$ 167,482	\$ 168,901	\$ 170,321	\$ 171,740	\$ 173,159	\$ 174,579	\$ 175,998
PA	\$ 146,192	\$ 149,031	\$ 151,869	\$ 154,708	\$ 157,547	\$ 160,385	\$ 163,224	\$ 164,643	\$ 166,063	\$ 167,482	\$ 168,901	\$ 170,321	\$ 171,740	\$ 173,159	\$ 174,579	\$ 175,998
Research Clinician	\$ 146,192	\$ 149,031	\$ 151,869	\$ 154,708	\$ 157,547	\$ 160,385	\$ 163,224	\$ 164,643	\$ 166,063	\$ 167,482	\$ 168,901	\$ 170,321	\$ 171,740	\$ 173,159	\$ 174,579	\$ 175,998
Psychiatric NP	\$ 157,438	\$ 160,495	\$ 163,552	\$ 166,609	\$ 169,666	\$ 172,723	\$ 175,780	\$ 177,308	\$ 178,837	\$ 180,365	\$ 181,894	\$ 183,422	\$ 184,951	\$ 186,479	\$ 188,008	\$ 189,536
Psychiatrist	\$ 251,327	\$ 256,207	\$ 261,087	\$ 265,968	\$ 270,848	\$ 275,728	\$ 280,608	\$ 283,048	\$ 285,488	\$ 287,928	\$ 290,368	\$ 292,808	\$ 295,248	\$ 297,689	\$ 300,129	\$ 302,569
Physician - Gyn	\$ 284,109	\$ 289,626	\$ 295,142	\$ 300,659	\$ 306,176	\$ 311,692	\$ 317,209	\$ 319,967	\$ 322,726	\$ 325,484	\$ 328,242	\$ 331,001	\$ 333,759	\$ 336,517	\$ 339,276	\$ 342,034

Year 1	16 to < 17 years										17 to < 18 years										18 to < 19 years										19 to < 20 years										20 to < 21 years										21 to < 22 years										22 to < 23 years										23 to < 24 years										24 to < 25 years										25 to < 26 years										26 to < 27 years										27 to < 28 years										28 to < 29 years										29 to < 30 years																		
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M/SW	\$ 88,125	\$ 88,830	\$ 89,535	\$ 90,240	\$ 90,945	\$ 91,650	\$ 92,355	\$ 93,060	\$ 93,765	\$ 94,470	\$ 95,175	\$ 95,880	\$ 96,585	\$ 97,290	Registered Dietitian	\$ 94,720	\$ 95,460	\$ 96,200	\$ 96,940	\$ 97,680	\$ 98,420	\$ 99,160	\$ 99,900	\$ 100,640	\$ 101,380	\$ 102,120	\$ 102,860	\$ 103,600	\$ 104,340	Care Manager	\$ 115,200	\$ 116,100	\$ 117,000	\$ 117,900	\$ 118,800	\$ 119,700	\$ 120,600	\$ 121,500	\$ 122,400	\$ 123,300	\$ 124,200	\$ 125,100	\$ 126,000	\$ 126,900	Nursing Coordinator	\$ 118,500	\$ 119,583	\$ 120,510	\$ 121,437	\$ 122,364	\$ 123,291	\$ 124,218	\$ 125,145	\$ 126,072	\$ 126,999	\$ 127,926	\$ 128,853	\$ 129,780	\$ 130,707	CPGM	\$ 166,400	\$ 167,700	\$ 169,000	\$ 170,300	\$ 171,600	\$ 172,900	\$ 174,200	\$ 175,500	\$ 176,800	\$ 178,100	\$ 179,400	\$ 180,700	\$ 182,000	\$ 183,300	PA	\$ 166,400	\$ 167,700	\$ 169,000	\$ 170,300	\$ 171,600	\$ 172,900	\$ 174,200	\$ 175,500	\$ 176,800	\$ 178,100	\$ 179,400	\$ 180,700	\$ 182,000	\$ 183,300	Research Clinician	\$ 166,400	\$ 167,700	\$ 169,000	\$ 170,300	\$ 171,600	\$ 172,900	\$ 174,200	\$ 175,500	\$ 176,800	\$ 178,100	\$ 179,400	\$ 180,700	\$ 182,000	\$ 183,300	Psychiatric NP	\$ 179,200	\$ 180,600	\$ 182,000	\$ 183,400	\$ 184,800	\$ 186,200	\$ 187,600	\$ 189,000	\$ 190,400	\$ 191,800	\$ 193,200	\$ 194,600	\$ 196,000	\$ 197,400	Physician	\$ 287,500	\$ 289,800	\$ 292,100	\$ 294,400	\$ 296,700	\$ 299,000	\$ 301,300	\$ 303,600	\$ 305,900	\$ 308,200	\$ 310,500	\$ 312,800	\$ 315,100	\$ 317,400	Physician - Gyn	\$ 325,000	\$ 327,600	\$ 330,200	\$ 332,800	\$ 335,400	\$ 338,000	\$ 340,600	\$ 343,200	\$ 345,800	\$ 348,400	\$ 351,000	\$ 353,600	\$ 356,200	\$ 358,800

Year 2	16 to < 17 years										17 to < 18 years										18 to < 19 years										19 to < 20 years										20 to < 21 years										21 to < 22 years										22 to < 23 years										23 to < 24 years										24 to < 25 years										25 to < 26 years										26 to < 27 years										27 to < 28 years										28 to < 29 years										29 to < 30 years																																	
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M/SW	\$ 90,769	\$ 91,495	\$ 92,221	\$ 92,947	\$ 93,673	\$ 94,400	\$ 95,126	\$ 95,852	\$ 96,578	\$ 97,304	\$ 98,030	\$ 98,756	\$ 99,483	\$ 100,209	Registered Dietitian	\$ 98,050	\$ 98,834	\$ 99,619	\$ 100,403	\$ 101,188	\$ 101,972	\$ 102,756	\$ 103,541	\$ 104,325	\$ 105,110	\$ 105,894	\$ 106,678	\$ 107,463	\$ 108,247	Care Manager	\$ 119,250	\$ 120,204	\$ 121,158	\$ 122,112	\$ 123,066	\$ 124,020	\$ 124,974	\$ 125,928	\$ 126,882	\$ 127,836	\$ 128,790	\$ 129,744	\$ 130,698	\$ 131,652	Nursing Coordinator	\$ 119,250	\$ 120,204	\$ 121,158	\$ 122,112	\$ 123,066	\$ 124,020	\$ 124,974	\$ 125,928	\$ 126,882	\$ 127,836	\$ 128,790	\$ 129,744	\$ 130,698	\$ 131,652	CPGM	\$ 122,828	\$ 123,810	\$ 124,793	\$ 125,775	\$ 126,758	\$ 127,741	\$ 128,723	\$ 129,706	\$ 130,688	\$ 131,671	\$ 132,654	\$ 133,636	\$ 134,619	\$ 135,602	NP	\$ 172,250	\$ 173,628	\$ 175,006	\$ 176,384	\$ 177,762	\$ 179,140	\$ 180,518	\$ 181,896	\$ 183,274	\$ 184,652	\$ 186,030	\$ 187,408	\$ 188,786	\$ 190,164	PA	\$ 172,250	\$ 173,628	\$ 175,006	\$ 176,384	\$ 177,762	\$ 179,140	\$ 180,518	\$ 181,896	\$ 183,274	\$ 184,652	\$ 186,030	\$ 187,408	\$ 188,786	\$ 190,164	Research Clinician	\$ 172,250	\$ 173,628	\$ 175,006	\$ 176,384	\$ 177,762	\$ 179,140	\$ 180,518	\$ 181,896	\$ 183,274	\$ 184,652	\$ 186,030	\$ 187,408	\$ 188,786	\$ 190,164	Psychiatric NP	\$ 185,500	\$ 186,984	\$ 188,468	\$ 189,952	\$ 191,436	\$ 192,920	\$ 194,404	\$ 195,888	\$ 197,372	\$ 198,856	\$ 200,340	\$ 201,824	\$ 203,308	\$ 204,792	Physician	\$ 296,125	\$ 298,494	\$ 300,863	\$ 303,232	\$ 305,601	\$ 307,970	\$ 310,339	\$ 312,708	\$ 315,077	\$ 317,446	\$ 319,815	\$ 322,184	\$ 324,553	\$ 326,922	Physician - Gyn	\$ 334,750	\$ 337,428	\$ 340,106	\$ 342,784	\$ 345,462	\$ 348,140	\$ 350,818	\$ 353,496	\$ 356,174	\$ 358,852	\$ 361,530	\$ 364,208	\$ 366,886	\$ 369,564

Year 3	16 to < 17 years										17 to < 18 years										18 to < 19 years										19 to < 20 years										20 to < 21 years										21 to < 22 years										22 to < 23 years										23 to < 24 years										24 to < 25 years										25 to < 26 years										26 to < 27 years										27 to < 28 years										28 to < 29 years										29 to < 30 years																																	
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M/SW	\$ 93,492	\$ 94,240	\$ 94,988	\$ 95,736	\$ 96,484	\$ 97,231	\$ 97,979	\$ 98,727	\$ 99,475	\$ 100,223	\$ 100,971	\$ 101,719	\$ 102,467	\$ 103,215	Registered Dietitian	\$ 100,992	\$ 101,799	\$ 102,607	\$ 103,415	\$ 104,223	\$ 105,031	\$ 105,839	\$ 106,647	\$ 107,455	\$ 108,263	\$ 109,071	\$ 109,879	\$ 110,687	\$ 111,495	Care Manager	\$ 122,828	\$ 123,810	\$ 124,793	\$ 125,775	\$ 126,758	\$ 127,741	\$ 128,723	\$ 129,706	\$ 130,688	\$ 131,671	\$ 132,654	\$ 133,636	\$ 134,619	\$ 135,602	Nursing Coordinator	\$ 122,828	\$ 123,810	\$ 124,793	\$ 125,775	\$ 126,758	\$ 127,741	\$ 128,723	\$ 129,706	\$ 130,688	\$ 131,671	\$ 132,654	\$ 133,636	\$ 134,619	\$ 135,602	CPGM	\$ 126,512	\$ 127,524	\$ 128,537	\$ 129,549	\$ 130,561	\$ 131,573	\$ 132,585	\$ 133,597	\$ 134,609	\$ 135,621	\$ 136,633	\$ 137,645	\$ 138,658	\$ 139,670	NP	\$ 177,418	\$ 178,837	\$ 180,256	\$ 181,676	\$ 183,095	\$ 184,514	\$ 185,934	\$ 187,353	\$ 188,772	\$ 190,192	\$ 191,611	\$ 193,030	\$ 194,450	\$ 195,869	PA	\$ 177,418	\$ 178,837	\$ 180,256	\$ 181,676	\$ 183,095	\$ 184,514	\$ 185,934	\$ 187,353	\$ 188,772	\$ 190,192	\$ 191,611	\$ 193,030	\$ 194,450	\$ 195,869	Research Clinician	\$ 177,418	\$ 178,837	\$ 180,256	\$ 181,676	\$ 183,095	\$ 184,514	\$ 185,934	\$ 187,353	\$ 188,772	\$ 190,192	\$ 191,611	\$ 193,030	\$ 194,450	\$ 195,869	Psychiatric NP	\$ 191,065	\$ 192,594	\$ 194,122	\$ 195,651	\$ 197,179	\$ 198,708	\$ 200,236	\$ 201,765	\$ 203,293	\$ 204,822	\$ 206,350	\$ 207,879	\$ 209,407	\$ 210,936	Physician	\$ 305,009	\$ 307,449	\$ 309,889	\$ 312,329	\$ 314,769	\$ 317,209	\$ 319,649	\$ 322,089	\$ 324,529	\$ 326,969	\$ 329,409	\$ 331,850	\$ 334,290	\$ 336,730	Physician - Gyn	\$ 344,793	\$ 347,551	\$ 350,309	\$ 353,068	\$ 355,826	\$ 358,584	\$ 361,343	\$ 364,101	\$ 366,859	\$ 369,618	\$ 372,376	\$ 375,134	\$ 377,893	\$ 380,651