

NUHW BARGAINING TEAM UNANIMOUSLY RECOMMENDS A YES VOTE FOR OUR NEW CONTRACT!



On Friday June 30, as the contract was set to expire, the NUHW Bargaining Team reached a tentative agreement with management for a new three year contract, pending membership approval.

Here's the highlights:

Salaries:

Established a first ever wage scale that goes up to 30 years. Each member shall be placed onto the new wage scale based upon their experience in their job classification. Each year, the entire wage scale will inflate by 3% and members will “move” to the next step based on another year of experience.

The wage increases shall take place within the next 24 months, with the first increase retroactive to July 1, 2023 and thereafter the next increase shall occur on July 2024 and 2025.

The average increase over the next 24 months is 22%. See wage scale attached at the end of the flyer.

Here are a few real life examples of how the new wage scale works:

MSW: A 3 year-experienced MSW will now earn \$79,214 (9% increase); next year their salary will be \$83,130 (5% increase); and in 2025 their salary will be \$87,209 (5%) for a total increase of 20%.

Care Manager: A 5 year-experienced RN Care Manager will now earn \$104,940 (13.2% increase); next year their salary will be \$110,053 (5% increase); and in 2025 their salary will be \$114,367 (4% increase) for a total increase of 23.4%.

Nurse Practitioner: A one year-experienced NP will now earn \$140,556 (5% increase); next year their salary will be \$147,611 (5%); and in 2025 their salary will be \$152,040 (5%) for a total increase of 15.7%.

Physician Assistant: A 7 year-experienced PA will now earn \$155,714 (16.3% increase); next year their salary will be \$161,805 (4% increase); and in 2025 their salary will be \$168,121 (4% increase) for a total increase of 25.6%

Medical Benefits:

For the first time in 50 years, the **LA LGBT Center will pay up to 50% of the monthly premium for dependent coverage** during the term of the contract. Effective Plan Year 2024, the Center will pay 25% of the premium rate; effective Plan Year 2025, the Center will pay 35% of the premium rate; and for Plan Year 2026, the Center will pay 50% of the premium rate. This is the beginning of working to establish an affordable plan for dependents. The contract continues to maintain existing coverage at no cost to employees.

Safety issues:

One of the biggest issues in negotiations was safety and security. We've seen an increasing number of attacks on the LGBTQ+ community and the rights we fought decades to win. The NUHW Bargaining Team and the dozens of members who attended bargaining insisted on winning protections and processes to maximize the safety of both staff and patients. Here's the full language we won.

- i. Reporting of Health and Safety Hazards by Employees. It is the duty of all Employees and Management to comply with health and safety regulations, and if any safety or health hazard is detected by an Employee, the Employee shall promptly report it to the Center and the Center shall take prompt positive measures to remedy the situation. The Union shall promptly notify the Center of any potential health and safety hazards, violations or problems of which it is aware and the Center shall take prompt positive measures to remedy the situation. No adverse action shall be taken against any Employee for reporting health and safety concerns to the Center, to the Union or to Federal or State authorities.
- ii. Protocols and Trainings. The Center shall establish protocols and provide regular trainings and information to Employees concerning health and safety including but not limited to de-escalation, active shooter, shelter in place and evacuation.
- iii. Security. The Center shall provide security at its facilities. Employer will hire a security consultant to evaluate clinic security including a security presence on the third floor.
- iv. Employees who have safety concerns may request a staff person from the health services department accompany them while meeting with a patient.
- v. Emergency Communication Systems. The Employer shall implement and maintain a multi-code emergency communication system, in addition to panic buttons or equivalent, and staff will be provided with training and educational opportunities on their use.
- vi. Workplace Violence. The Center will maintain a comprehensive workplace violence prevention program. The Employer shall record information in a violent incident log about every incident, post incident response, and workplace violence injury investigation performed in accordance with the law. Information about each incident shall be based on information solicited from the Employee who experienced the workplace violence.

Professional Development Increases:

For Care Managers, MSWs, Nursing Coordinators, Registered Dietitians, the yearly education benefit increased by an additional \$500 for a total of \$1,500 each calendar year. Internships provided by the Center shall be made available on a priority basis to bargaining unit members if they are qualified.

Vacation Accrual Increases:

Staff with 10 or more years of service may now accrue up to 220 hours of vacation instead of the current 200.

Holidays:

Juneteenth was codified in the contract as one of the 14 holidays.

New Employee Orientations:

A union shop steward shall be able to attend new employee orientation to discuss the union and contract with newly hired staff.

NEXT STEPS

General Membership Meeting: Thursday, July 6 @ 7pm us02web.zoom.us/j/89832021889

All members must vote to ratify the new contract in order for it to become effective. Voting shall occur immediately following the membership meeting and will be done electronically.

Please thank your Bargaining Team members for the endless hours they spent in preparation and during bargaining to ensure that core issues that the membership prioritized were addressed. And a special shout out to all the members who attended the multiple bargaining sessions; your participation demonstrated to management that we were willing to fight to win a fair contract.

Bargaining Team Members

Joe Smith-Lopez
MSW

Alex Nava
Care Manager

Anthony Leslie
Psychiatrist Nurse Practitioner

Mayra Torres
MSW

Justin Hernandez
Care Manager

Penina Smith
Physician Assistant

Tina Ralutz
Dietician

Cyndi Harrison,
Nurse Practitioner

Tom Biddison
Physician

FINAL TAD WAGE SCALE
6/30/2023, 6PM

Year 1	Experience Adjustment	Years of Experience													
		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
MSW	\$74,730	\$76,225	\$77,719	\$79,214	\$80,708	\$82,203	\$83,698	\$84,445	\$85,192	\$85,940	\$86,687	\$87,434	\$88,181	\$88,929	\$89,676
Registered Dietitian	\$78,440	\$80,009	\$81,578	\$83,146	\$84,715	\$86,284	\$87,853	\$88,637	\$89,422	\$90,206	\$90,990	\$91,775	\$92,559	\$93,344	\$94,128
Care Manager	\$95,400	\$97,308	\$99,216	\$101,124	\$103,032	\$104,940	\$106,848	\$107,802	\$108,756	\$109,710	\$110,664	\$111,618	\$112,572	\$113,526	\$114,480
Nursing Coordinator	\$95,400	\$97,308	\$99,216	\$101,124	\$103,032	\$104,940	\$106,848	\$107,802	\$108,756	\$109,710	\$110,664	\$111,618	\$112,572	\$113,526	\$114,480
CPCM	\$98,262	\$100,227	\$102,192	\$104,158	\$106,123	\$108,088	\$110,053	\$111,036	\$112,019	\$113,001	\$113,984	\$114,967	\$115,949	\$116,932	\$117,914
NP	\$137,800	\$140,556	\$143,312	\$146,068	\$148,824	\$151,580	\$154,336	\$155,714	\$157,092	\$158,470	\$159,848	\$161,226	\$162,604	\$163,982	\$165,360
PA	\$137,800	\$140,556	\$143,312	\$146,068	\$148,824	\$151,580	\$154,336	\$155,714	\$157,092	\$158,470	\$159,848	\$161,226	\$162,604	\$163,982	\$165,360
Research Clinician	\$137,800	\$140,556	\$143,312	\$146,068	\$148,824	\$151,580	\$154,336	\$155,714	\$157,092	\$158,470	\$159,848	\$161,226	\$162,604	\$163,982	\$165,360
Psychiatric NP	\$148,400	\$151,368	\$154,336	\$157,304	\$160,272	\$163,240	\$166,208	\$167,692	\$169,176	\$170,660	\$172,144	\$173,628	\$175,112	\$176,596	\$178,080
Physician	\$236,900	\$241,638	\$246,376	\$251,114	\$255,852	\$260,590	\$265,328	\$267,697	\$270,066	\$272,435	\$274,804	\$277,173	\$279,542	\$281,911	\$284,280
Physician - Gyn	\$267,800	\$273,156	\$278,512	\$283,868	\$289,224	\$294,580	\$299,936	\$302,614	\$305,292	\$307,970	\$310,648	\$313,326	\$316,004	\$318,682	\$321,360
	15 to < 16 years	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
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
MSW	\$90,423	\$91,171	\$91,918	\$92,665	\$93,413	\$94,160	\$94,907	\$95,654	\$96,402	\$97,149	\$97,896	\$98,644	\$99,391	\$100,138	\$100,886
Registered Dietitian	\$94,912	\$95,697	\$96,481	\$97,266	\$98,050	\$98,834	\$99,619	\$100,403	\$101,188	\$101,972	\$102,756	\$103,541	\$104,325	\$105,110	\$105,894
Care Manager	\$115,434	\$116,388	\$117,342	\$118,296	\$119,250	\$120,204	\$121,158	\$122,112	\$123,066	\$124,020	\$124,974	\$125,928	\$126,882	\$127,836	\$128,790
Nursing Coordinator	\$115,434	\$116,388	\$117,342	\$118,296	\$119,250	\$120,204	\$121,158	\$122,112	\$123,066	\$124,020	\$124,974	\$125,928	\$126,882	\$127,836	\$128,790
CPCM	\$118,897	\$119,880	\$120,862	\$121,845	\$122,828	\$123,810	\$124,793	\$125,775	\$126,758	\$127,741	\$128,723	\$129,706	\$130,688	\$131,671	\$132,654
NP	\$166,738	\$168,116	\$169,494	\$170,872	\$172,250	\$173,628	\$175,006	\$176,384	\$177,762	\$179,140	\$180,518	\$181,896	\$183,274	\$184,652	\$186,030
PA	\$166,738	\$168,116	\$169,494	\$170,872	\$172,250	\$173,628	\$175,006	\$176,384	\$177,762	\$179,140	\$180,518	\$181,896	\$183,274	\$184,652	\$186,030
Research Clinician	\$166,738	\$168,116	\$169,494	\$170,872	\$172,250	\$173,628	\$175,006	\$176,384	\$177,762	\$179,140	\$180,518	\$181,896	\$183,274	\$184,652	\$186,030
Psychiatric NP	\$179,564	\$181,048	\$182,532	\$184,016	\$185,500	\$186,984	\$188,468	\$189,952	\$191,436	\$192,920	\$194,404	\$195,888	\$197,372	\$198,856	\$200,340
Physician	\$286,649	\$289,018	\$291,387	\$293,756	\$296,125	\$298,494	\$300,863	\$303,232	\$305,601	\$307,970	\$310,339	\$312,708	\$315,077	\$317,446	\$319,815
Physician - Gyn	\$324,038	\$326,716	\$329,394	\$332,072	\$334,750	\$337,428	\$340,106	\$342,784	\$345,462	\$348,140	\$350,818	\$353,496	\$356,174	\$358,852	\$361,530

Year 2	<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
MSW	\$76,972	\$78,511	\$80,051	\$81,590	\$83,130	\$84,669	\$86,209	\$88,748	\$87,748	\$88,518	\$89,287	\$90,057	\$90,827	\$91,597	\$92,366
Registered Dietitian	\$80,793	\$82,409	\$84,025	\$85,641	\$87,257	\$88,873	\$90,488	\$91,296	\$92,104	\$92,912	\$93,720	\$94,528	\$95,336	\$96,144	\$96,952
Care Manager	\$98,262	\$100,227	\$102,192	\$104,158	\$106,123	\$108,088	\$110,053	\$111,036	\$112,019	\$113,001	\$113,984	\$114,967	\$115,949	\$116,932	\$117,914
Nursing Coordinator	\$98,262	\$100,227	\$102,192	\$104,158	\$106,123	\$108,088	\$110,053	\$111,036	\$112,019	\$113,001	\$113,984	\$114,967	\$115,949	\$116,932	\$117,914
CPCM	\$101,210	\$103,234	\$105,258	\$107,282	\$109,307	\$111,331	\$113,355	\$114,367	\$115,379	\$116,391	\$117,403	\$118,416	\$119,428	\$120,440	\$121,452
NP	\$141,934	\$144,773	\$147,611	\$150,450	\$153,289	\$156,127	\$158,966	\$160,385	\$161,805	\$163,224	\$164,643	\$166,063	\$167,482	\$168,901	\$170,321
PA	\$141,934	\$144,773	\$147,611	\$150,450	\$153,289	\$156,127	\$158,966	\$160,385	\$161,805	\$163,224	\$164,643	\$166,063	\$167,482	\$168,901	\$170,321
Research Clinician	\$141,934	\$144,773	\$147,611	\$150,450	\$153,289	\$156,127	\$158,966	\$160,385	\$161,805	\$163,224	\$164,643	\$166,063	\$167,482	\$168,901	\$170,321
Psychiatric NP	\$152,852	\$155,909	\$158,966	\$162,023	\$165,080	\$168,137	\$171,194	\$174,251	\$177,308	\$175,780	\$177,308	\$178,837	\$180,365	\$181,894	\$183,422
Physician	\$244,007	\$248,887	\$253,767	\$258,647	\$263,528	\$268,408	\$273,288	\$275,728	\$278,168	\$280,608	\$283,048	\$285,488	\$287,928	\$290,368	\$292,808
Physician - Gyn	\$275,834	\$281,351	\$286,867	\$292,384	\$297,901	\$303,417	\$308,934	\$311,692	\$314,451	\$317,209	\$319,967	\$322,726	\$325,484	\$328,242	\$331,001
MSW	\$93,136	\$93,906	\$94,675	\$95,445	\$96,215	\$96,985	\$97,754	\$98,524	\$99,294	\$100,063	\$100,833	\$101,603	\$102,373	\$103,142	\$103,912
Registered Dietitian	\$97,760	\$98,568	\$99,376	\$100,184	\$100,992	\$101,799	\$102,607	\$103,415	\$104,223	\$105,031	\$105,839	\$106,647	\$107,455	\$108,263	\$109,071
Care Manager	\$118,897	\$119,880	\$120,862	\$121,845	\$122,828	\$123,810	\$124,793	\$125,775	\$126,758	\$127,741	\$128,723	\$129,706	\$130,688	\$131,671	\$132,654
Nursing Coordinator	\$118,897	\$119,880	\$120,862	\$121,845	\$122,828	\$123,810	\$124,793	\$125,775	\$126,758	\$127,741	\$128,723	\$129,706	\$130,688	\$131,671	\$132,654
CPCM	\$122,464	\$123,476	\$124,488	\$125,500	\$126,512	\$127,524	\$128,537	\$129,549	\$130,561	\$131,573	\$132,585	\$133,597	\$134,609	\$135,621	\$136,633
NP	\$171,740	\$173,159	\$174,579	\$175,998	\$177,418	\$178,837	\$180,256	\$181,676	\$183,095	\$184,514	\$185,934	\$187,353	\$188,772	\$190,192	\$191,611
PA	\$171,740	\$173,159	\$174,579	\$175,998	\$177,418	\$178,837	\$180,256	\$181,676	\$183,095	\$184,514	\$185,934	\$187,353	\$188,772	\$190,192	\$191,611
Research Clinician	\$171,740	\$173,159	\$174,579	\$175,998	\$177,418	\$178,837	\$180,256	\$181,676	\$183,095	\$184,514	\$185,934	\$187,353	\$188,772	\$190,192	\$191,611
Psychiatric NP	\$184,951	\$186,479	\$188,008	\$189,536	\$191,065	\$192,594	\$194,122	\$195,651	\$197,179	\$198,708	\$200,236	\$201,765	\$203,293	\$204,822	\$206,350
Physician	\$295,248	\$297,689	\$300,129	\$302,569	\$305,009	\$307,449	\$309,889	\$312,329	\$314,769	\$317,209	\$319,649	\$322,089	\$324,529	\$326,969	\$329,409
Physician - Gyn	\$333,759	\$336,517	\$339,276	\$342,034	\$344,793	\$347,551	\$350,309	\$353,068	\$355,826	\$358,584	\$361,343	\$364,101	\$366,859	\$369,618	\$372,376

Year 3	<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
MSW	\$79,281	\$80,867	\$82,452	\$84,038	\$85,624	\$87,209	\$88,795	\$89,588	\$90,380	\$91,173	\$91,966	\$92,759	\$93,552	\$94,344	\$95,137
Registered Dietitian	\$83,217	\$84,881	\$86,546	\$88,210	\$89,874	\$91,539	\$93,203	\$94,035	\$94,867	\$95,700	\$96,532	\$97,364	\$98,196	\$99,028	\$99,860
Care Manager	\$101,210	\$103,234	\$105,258	\$107,282	\$109,307	\$111,331	\$113,355	\$114,367	\$115,379	\$116,391	\$117,403	\$118,416	\$119,428	\$120,440	\$121,452
Nursing Coordinator	\$101,210	\$103,234	\$105,258	\$107,282	\$109,307	\$111,331	\$113,355	\$114,367	\$115,379	\$116,391	\$117,403	\$118,416	\$119,428	\$120,440	\$121,452
CPCM	\$104,246	\$106,331	\$108,416	\$110,501	\$112,586	\$114,671	\$116,756	\$117,798	\$118,841	\$119,883	\$120,926	\$121,968	\$123,010	\$124,053	\$125,095
NP	\$146,192	\$149,116	\$152,040	\$154,964	\$157,887	\$160,811	\$163,735	\$165,197	\$166,659	\$168,121	\$169,583	\$171,045	\$172,507	\$173,969	\$175,430
PA	\$146,192	\$149,116	\$152,040	\$154,964	\$157,887	\$160,811	\$163,735	\$165,197	\$166,659	\$168,121	\$169,583	\$171,045	\$172,507	\$173,969	\$175,430
Research Clinician	\$146,192	\$149,116	\$152,040	\$154,964	\$157,887	\$160,811	\$163,735	\$165,197	\$166,659	\$168,121	\$169,583	\$171,045	\$172,507	\$173,969	\$175,430
Psychiatric NP	\$157,438	\$160,586	\$163,735	\$166,884	\$170,033	\$173,181	\$176,330	\$177,904	\$179,479	\$181,053	\$182,628	\$184,202	\$185,776	\$187,351	\$188,925
Physician	\$251,327	\$256,354	\$261,380	\$266,407	\$271,433	\$276,460	\$281,486	\$284,000	\$286,513	\$289,026	\$291,540	\$294,053	\$296,566	\$299,079	\$301,593
Physician - Gyn	\$284,109	\$289,791	\$295,473	\$301,156	\$306,838	\$312,520	\$318,202	\$321,043	\$323,884	\$326,725	\$329,566	\$332,408	\$335,249	\$338,090	\$340,931
MSW	\$95,930	\$96,723	\$97,516	\$98,309	\$99,101	\$99,894	\$100,687	\$101,480	\$102,273	\$103,065	\$103,858	\$104,651	\$105,444	\$106,237	\$107,029
Registered Dietitian	\$100,693	\$101,525	\$102,357	\$103,189	\$104,021	\$104,853	\$105,686	\$106,518	\$107,350	\$108,182	\$109,014	\$109,846	\$110,679	\$111,511	\$112,343
Care Manager	\$122,464	\$123,476	\$124,488	\$125,500	\$126,512	\$127,524	\$128,537	\$129,549	\$130,561	\$131,573	\$132,585	\$133,597	\$134,609	\$135,621	\$136,633
Nursing Coordinator	\$122,464	\$123,476	\$124,488	\$125,500	\$126,512	\$127,524	\$128,537	\$129,549	\$130,561	\$131,573	\$132,585	\$133,597	\$134,609	\$135,621	\$136,633
CPCM	\$126,138	\$127,180	\$128,223	\$129,265	\$130,308	\$131,350	\$132,393	\$133,435	\$134,478	\$135,520	\$136,562	\$137,605	\$138,647	\$139,690	\$140,732
NP	\$176,892	\$178,354	\$179,816	\$181,278	\$182,740	\$184,202	\$185,664	\$187,126	\$188,588	\$190,050	\$191,512	\$192,973	\$194,435	\$195,897	\$197,359
PA	\$176,892	\$178,354	\$179,816	\$181,278	\$182,740	\$184,202	\$185,664	\$187,126	\$188,588	\$190,050	\$191,512	\$192,973	\$194,435	\$195,897	\$197,359
Research Clinician	\$176,892	\$178,354	\$179,816	\$181,278	\$182,740	\$184,202	\$185,664	\$187,126	\$188,588	\$190,050	\$191,512	\$192,973	\$194,435	\$195,897	\$197,359
Psychiatric NP	\$190,499	\$192,074	\$193,648	\$195,223	\$196,797	\$198,371	\$199,946	\$201,520	\$203,094	\$204,669	\$206,243	\$207,818	\$209,392	\$210,966	\$212,541
Physician	\$304,106	\$306,619	\$309,132	\$311,646	\$314,159	\$316,672	\$319,186	\$321,699	\$324,212	\$326,725	\$329,239	\$331,752	\$334,265	\$336,778	\$339,292
Physician - Gyn	\$343,772	\$346,613	\$349,454	\$352,295	\$355,136	\$357,977	\$360,818	\$363,660	\$366,501	\$369,342	\$372,183	\$375,024	\$377,865	\$380,706	\$383,547