

Providence, keep your promise!

HANDS OFF OUR CLINICAL LADDER!



We work hard every day to take care of our patients. But too often, we don't have the staff we need to do our jobs safely and sustainably.

In 2021 NUHW workers fought for and won a clinical ladder, an opportunity to increase our wages by up to 6%.

Early 2023, HR tried to remove more than 20 jobs from the clinical ladder. Union stewards filed and won a grievance that got everyone back on the clinical ladder, including with backpay.

This January the hospital illegally denied those wages to previously eligible workers by removing some jobs from the ladder without bargaining with us first.

HR claims that the Clinical Ladder is an important program in retaining and recruiting the healthcare workers we need to adequately staff our hospitals, and our clinical ladder committee (which includes managers) has unanimously recommended expanding it to all NUHW jobs. So why is HR trying to cut our pay?

We need to stand together and demand the hospital honor the agreements it made with NUHW workers!

These are the jobs HR is trying to cut wages for:

| | | |
|-----------------------------|-------------------------------|----------------------|
| Anesthesia Tech | Lift Tech Technician | Polysomnography Tech |
| Cardiovascular Imaging Tech | Monitor Technician | Radiation Therapist |
| Cardiovascular Technician | Nuclear Medicine Technologist | Radiologic Tech |
| Echo Technologist | OB Technician | Radiology Asst |
| EKG Stress Test Tech | OR Aide | Vascular Sonographer |
| EKG Technician | Patient Care Tech | |
| Endoscopy Tech | Patient Transporter | |

We say, "Providence: keep your hands off of our Clinical Ladder!"

*For more information, please contact your department steward or
NUHW Organizer Julia Minton at (707) 932-5554 or jminton@nuhw.org.*