

# SCAH Bargaining Update

Alameda Hospice • Concord/Alameda HH • Sacramento Hospice  
• San Francisco HH • San Mateo Hospice

Hello NUHW Member,

Our negotiations on Thursday, May 16 were amicable but it was clear that there are major issues specifically around wages and health insurance that are going to be difficult to resolve.

We were able, however, to have good dialogue regarding our concerns regarding the structure and the actual wage component of the employer's proposed wage scales. We are far apart on wages but once the employer responds to our questions regarding its proposal we can begin to formulate a counter proposal.

Below is a summary of what took place during the bargaining session:

- We made a proposal on all outstanding issues including Per Diem differential, Road Map Training, special certifications for certain classifications, clinical supervision, work in a higher paid classification, weekend charge nurse differential, and bonuses.
- We modified our proposals on:
  - on the health plan, allowing for modest increases in Pharmacy co-pays
  - on PTO, asking for an increase of an additional day of PTO for all employees
  - on Extended Sick Leave (ESL), asking for status quo
- We reached tentative agreements to preserve our retirement plan, early retiree medical access program, and 403(b).
- We reached tentative agreements on Mileage and Educational Leave/Tuition Reimbursement.
- For Alameda Hospice, we reached a tentative agreement on Scheduling and Hours of Work.  
For Concord/Alameda, we reached a tentative agreement on Reduction in Force.
- Wages: We did not present a proposal on wages but instead asked that the employer respond to a significant number of questions to clarify their wage proposal, which included its justification for apparent inequities between classifications and its failure to meet market rates. It is our intent to respond with a proposal once our questions are answered.

## NEXT BARGAINING SESSIONS

**May 30, over ZOOM**

**June 14, in-person**

**NUHW office, 1250**

**45th St #200 in**

**Emeryville.**

**Both sessions will be  
from 1pm to 5pm.**

**WELCOME** to Ellen Kress, who will join the SCAH team. Ellen is a NUHW organizer who previously worked alongside the leaders at Sutter Center for Psychiatry in Sacramento. In the coming weeks, she will be reaching out to folks and getting more involved in our campaign. Contact her at (669) 242-9237.