

NUHW AT BRIUS SAN RAFAEL HEALTHCARE & WELLNESS CENTER
SUMMARY OF THE TENTATIVE AGREEMENT
JANUARY 26, 2021

TERM OF NEW CONTRACT

The new contract starts on January 1, 2021 and expires on January 31, 2024.

INCREASES TO MINIMUM WAGE RATES

POSITION	2018-2021 Contract	New Contract
Licensed Vocational Nurse (LVN)	\$29.27	\$30.00
Certified Nursing Assistant (CNA)	\$16.73	\$18.00
Nursing Assistant (NA)	\$15.42	\$15.50
Restorative Nursing Aide (RNA) (set at \$0.50 above CNA)	\$17.23	\$18.50
Cook	\$16.21	\$16.30
Dietary Aide	\$13.00	\$15.00
Housekeeper	\$13.00	\$15.00
Janitor	\$13.00	\$15.00
Laundry Aide	\$13.00	\$15.00

WAGE INCREASES

On February 1, 2021:

- 3% wage increase (at least) for all employees with 120 days of service or more
- (Employees with less than 120 days of service receive a wage increase up to the minimum rate listed above, if necessary.)

On February 1, 2022:

- 2.5% wage increase for all employees with 120 days of service or more

On February 1, 2023:

- 2.5% wage increase for all employees with 120 days of service or more

COVID RECOGNITION BONUS

- 6 months – 5 years: \$100
- More than 5 years – 10 years: \$150
- More than 10 years: \$200

Employees with last names beginning A-M shall receive this bonus on the 2/25/21 paycheck.

Employees with last names beginning N-Z shall receive this bonus on the 3/25/21 paycheck.

COVID CONCERNS

- The Employer will continue to provide PPE as recommended.
- The Employer and the Union will establish a Covid committee to discuss any concerns about COVID, and this committee will meet upon request.