

WELLPATH AT SANTA RITA JAIL

BARGAINING UPDATE

JUNE 21, 2023



At our last bargaining session on June 15, we reached a tentative agreement on three items:

6.2 Employer Communications (new)

When the Employer is giving notice to specific employee(s) under any provision of this Agreement, as opposed to notice to employees generally, that notice may be given in writing through hand delivery, by mail, email, text, MyWellpath or similar application or program or over the telephone, followed by written communication, based upon the employee's information currently on file. Employees are required to keep all such information up to date.

When the Employer is required to give notices to all employees generally (or all employees in a certain category, e.g., RNs or day shift) under any provision of this Agreement, the Employer will use any of the methods outlined above, and may also use the Employer bulletin board as a supplemental means of communication. Notice is deemed to have been given as of the date of publication/distribution. Bargaining unit employees have an obligation to review such notice. The Employer will provide ten (10) calendar days' notice of regularly scheduled meetings and events, including but not limited to, staff meetings, ITR meetings, mandatory training (skills fair, CPR classes) and any other mandatory events.

8.14 Wage Rate Upon Promotion

An employee who is promoted to a higher paid job in the bargaining unit, in recognition of his/her past service, shall be placed on the scale of the new position based on the following: For every two (2) full years of completed, continuous service in the "old" position at the time of the promotion, the employee will be given credit for one (1) year of service in the new classification up to a maximum of five (5) years of service.

12.6 Scheduling and Additional Hours Tentative Agreement

Overtime: Employees may continue to make themselves available for overtime work by informing the Employer in processes the Employer has established provided once an employee has exercised his/her seniority over other employees in securing at least three (3) overtime shifts in one (1) pay period, he/she may not exercise his/her seniority to obtain more overtime shifts. Such overtime shifts cannot occur on more than two consecutive calendar days absent the Employer's approval.

(continued on back)

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We also submitted three modified proposals:

8.11 Wage Scales

We originally proposed across-the-board raises of 35% in year 1, 10% in year 2, and 10% in year 3. The employer countered with 2%/2%/2%. At this session, we submitted a modified proposal of 12% in year 1, 10% in year 2, and 10% in year 3.

EMPLOYER'S REPOSE: REJECTED.

8.3 Shift Differentials

We originally proposed a 12% differential for all hours worked between 3pm and 11pm, and a 17% differential for all hours worked between 11pm and 7am. The employer countered with 4% and 6%, respectively.

At this session, we submitted a modified proposal that both differentials be increased by \$1 over the current flat rate of \$3.50.

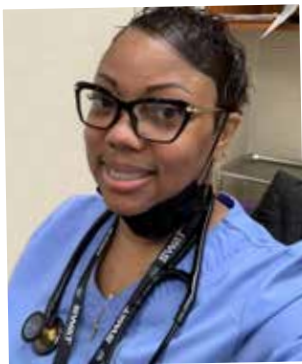
EMPLOYER'S REPOSE: PENDING.

We originally proposed additional differentials for hours for night and overnight shifts on holidays, which the employer rejected outright. At this session, we withdrew this proposal.



It's clear that we have a fight ahead to win the contract we deserve. Stay tuned for information about our next bargaining session. All members are welcome to attend bargaining. The more of us who attend, the more we show Wellpath we're strong and united to win!

For more information, contact NUHW Organizer Aladrian Hillmon at (510) 760-4965 or ahillmon@nuhw.org.



"I definitely want to make it so that our employees can be happy at work and feel whole when they come there, as well as feel appreciated."

Genecia Williams, LVN

NUHW Steward and Bargaining Team Member