

WELLPATH AT SANTA RITA JAIL

BARGAINING UPDATE

JUNE 29, 2023

NEXT
BARGAINING
SESSION
**Wednesday,
July 5
9:30AM**

At our last bargaining session on June 27, we reached a tentative agreement on two items:

- For all hours worked between 3:00pm and 11:00pm: Increase each flat differential by \$1.00
- For all hours worked between 11:00pm and 7:00am: Increase each flat differential by \$1.00

These changes will be effective at the start of first full pay period after effective date of agreement.

We continue to negotiate the following items:

8.8 Weekend Shift Differential

The employer countered our proposal to modify to provide a flat \$4.00 per hour for the weekend differential, with an increase to double the differential from \$1.25 to \$2.50.

14.4 Onboarding: The Bargaining Team would like to use term *Preceptor* and the Employer would prefer *RN Supervisor* in the following statements:

RNs. Depending on the experience of newly hired full time or part time RNs, RNs will receive between seven (7) and ten (10) calendar days of consecutive/comprehensive training (consecutive based on the employee's scheduled work days) requiring (RN Supervisor or Preceptor – we are still negotiating who will be the responsible party) sign-off after demonstrating basic competency resulting in demonstrated competency in ATIMS, CorEMR, entering medication orders, HU tasks, medication administration pill passing, Float, OPHU, ITR, TENT and responding to emergencies.

LVNs. Depending on the experience of newly hired full time or part time LVNs, LVNs will receive between seven (7) and ten (10) calendar days of consecutive/comprehensive training (consecutive based on that employee's scheduled work days) requiring (RN Supervisor or Preceptor – we are still negotiating who will be the responsible party) sign-off after demonstrating basic competency resulting in demonstrated competency in ATIMS, Cor EMR, entering medication orders, and medication administration pill passing and assisting with responding to emergencies.

20.7 PTO Holidays: Add the following paragraph:

For the holidays of Christmas, Thanksgiving, and New Year's Day Full-time or Part-time employees may exercise their seniority to choose the one (1) holiday they want to be scheduled off but in the subsequent years they cannot use their seniority to schedule the same holiday off, subject to operational needs (such as, for example, leaving no staff in a given department). Alleged violations of the preceding sentence are not subject to the grievance and arbitration procedure in this Agreement.

Finally, our bargaining team has decided to hold to our previous proposals – no more negotiating:

- Article 8.11: Wage Scales
- Article 12: Seniority, Special Scheduling Terms, Staffing Matrix
- Article 20.7: PTO Holidays
- Article 31: Health, Dental and Vision Benefits
- Article 33: Retirement Savings

"Offering us lower wage increases than what we were already receiving is insulting. The cost of living has been going up and our wages should, too! PERIOD!"

KAT MARTINEZ, LVN, NUHW STEWARD



NEXT BARGAINING SESSION: WEDNESDAY, JULY 5 - 9:30AM

*The more of us who attend bargaining, the more we show we are all invested in this process.
There's power in numbers and as a group EVERY member should be logging in to show that power!*

Join Zoom meeting: <https://us02web.zoom.us/j/82050521804> — Meeting ID: 820 5052 1804

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS