

BARGAINING UPDATE

JULY 10, 2023

MEMBERSHIP
MEETINGS

July
19 & 22

At our last bargaining session on July 5, we reached a tentative agreement on one item:

- 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.

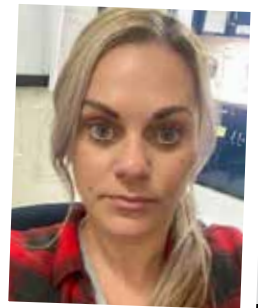
We are working out the language for preboarding:

- **14.4 Onboarding. (new)** Union modifies its proposal by accepting the employer's changes but retaining the sign off of a preceptor.

Our bargaining team continues to hold its position on the following items:

- PTO holidays that align with the Sheriff's department
- Health, dental and vision benefits
- Retirement savings
- Regular hours vs weighted average hours for overtime pay
- Weekend differential
- Wage scales
- Scheduling matrix (if staffing falls below the matrix on any given shift a \$75 penalty should be applied)

We are still waiting to schedule our next bargaining date. The Employer does not believe that we will be able to negotiate the terms for wages and is requesting we go to mediation for that portion of bargaining. We will continue to bargain in good faith until a mediation date is agreed upon.



"What is the cost of living per year? How in the hell do they dare offer us 2%?"

LYNEE GEORGE, LVN, NUHW STEWARD

MEMBERSHIP MEETINGS: JULY 19 (JULY 22 FOR NOC)

Our next membership meetings will be held on Wednesday, July 19.

Meetings will be held 2:30-3:30pm and 3:30-4:30pm.

For the NOC shift, we will hold a meeting on Saturday, July 22 at 7:30am.

All meetings will be in the media room.

Our meeting will include contract updates as well as our next actions steps in the Bargaining process, including increasing the number of attendees to meetings, sending emails to the Sheriff, and contacting the Board of Supervisors. If there are specific issues you'd like to discuss, please notify your steward or NUHW Organizer Aladrian Hillmon prior to the meeting so we can make sure there is time allotted for everyone.

Please remember you must be off duty to attend the meetings. You must be on a rest or meal break, or off the clock in order to not violate our contract.

NUHW Organizer: Aladrian Hillmon: (510) 760-4965, ahillmon@nuhw.org