

WELLPATH AT SANTA RITA JAIL

BARGAINING UPDATE

AUGUST 9, 2023

Our Bargaining Team and the employer have come to a Tentative Agreement on the following items (the change will be effective start of first full pay period after effective date of agreement):



14.4 Onboarding. (new) – TA on Union’s proposal

RNs: Depending on the experience of newly hired full time or part time RNs, RNs will receive between seven (7) and ten (10) days of consecutive/comprehensive training (consecutive based on that employee’s scheduled work days) signed off by an experienced orientation nurse and requiring also an RN supervisor sign-off after demonstrating basic competency in ATIMS, CorEMR, entering medication orders, HU tasks, medication administration, 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) signed off by an experienced orientation nurse and also requiring RN supervisor sign-off after demonstrating basic competency in ATIMS, Cor EMR, entering medication orders, medication administration and assisting with responding to emergencies.

We continue to negotiate over the following items:

8.11 Wage Scales

Effective May 1, 2023: Modify the current wage scales by applying a ten percent (10%) across-the-board wage increase to all employees, classifications and tenure steps of the wage scale. **Employer Response: Three and a half percent (3.5%)**

Effective May 1, 2024: Apply a eight percent (8%) across-the- board increase to all employees, classifications, and tenure steps of the wage scale. **Employer Response: Two percent (2%).**

Effective May 1, 2025: Apply a eight percent (8%) across-the- board increase to all employees, classifications, and tenure steps of the wage scale. **Employer Response: Two percent (2%).**

Provide that Medical Assistants who perform phlebotomy will be paid at a rate 25% of the Medical Assistant/ Lab Technician. **Union holds.**

(continued on back)

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 \$2.75 (up \$0.25 from our last meeting).

12 Seniority

Special Scheduling Terms Union holds v. Staffing Matrix: (new)

Provide that the Employer will establish a nursing staffing matrix for employees consistent with its contractual obligations with the County. If, for any reason, the staffing falls below the matrix on any given shift, the employer will pay employees a penalty fee of \$75 per applicable shift. If, on any given shift, the employer has failed to fill any vacant position the Director of Nurses and Supervisors will take a vacant nursing assignment to satisfy in part or in whole the staffing matrix.

13.3 Overtime at time-and-one-half

Modify current language in the first paragraph and in (a) of the same subsection by replacing the word “regular” with “base.”

20.7 PTO holidays

Add the following holidays as recognized holidays and thereby increase all the accrual levels of PTO by eight (8) hours: Juneteenth (we withdrew the personal holiday).

31 Health, Dental and Vision Benefits

Maintain current plans at the current costs to employees for premiums for the term of the contract.

33 Retirement savings

Provide that on a yearly basis the Employer will at a minimum, subject to IRS regulations, match at fifty percent (50%) of the employee's contribution up to a maximum of six percent (6%) of the employee's salary.

ORGANIZER VISIT: THURSDAY, AUGUST 10, 1:30-3:30 PM

Your union representative Aladrian Hillmon will be at the facility on Thursday, August 10 from 1:30-3:30PM. Please make sure to stop by to ask questions or for bargaining updates.

NEXT BARGAINING SESSION: FRIDAY, AUGUST 11 AT 10AM VIA ZOOM

Join meeting: <https://fmcs.zoomgov.com/j/1615797341?pwd=VThXSDJyOU54N3BJcXpMVjZ2ZTITdz09>

The more members who show up at bargaining, the employer knows that we are all invested in this process. There's power in numbers and EVERY member should be logging in to show that power!

WE WILL DO WHATEVER IT TAKES!

If you have not signed the petition, please find a Steward or a member of the Bargaining Team so you can sign on to continue to fight for fair wages and a safe environment to work.

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