

# WELLPATH AT SANTA RITA JAIL

# BARGAINING UPDATE

AUGUST 15, 2023

At our last bargaining session on August 11, management responded to our last proposal:

## 8.8 Weekend Shift Differential

**Proposal:** Modify to provide a flat \$4.00 per hour for the weekend differential.

**Employer response:** Increase the differential from \$1.25 to \$2.75 (with the change effective start of first full pay period after effective date of Agreement). Effective

the first full pay period after the start of the second year of the Agreement, increase the differential to \$3.00. Effective the first full pay period after the start of the third year of the Agreement increase the differential to \$3.25.

## 8.11 Wage Scales

**Proposal:** 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 three quarters percent (3.75%).

**Proposal:** 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:** Three percent (3%).

**Proposal:** 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:** Three percent (3%).



(continued on back)

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**13.3 Overtime at Time and a Half**

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

**Employer response:** Rejected. They said that Wellpath’s obligations are defined by state and federal law, not language in a CBA. They say our proposal would cause them to violate wage laws and subject Wellpath to liability. They won’t even consider our proposal until we can provide legal proof that Wellpath wouldn’t be violating the law if it approved our proposals.

After two mediator-led bargaining sessions, the employer still has made no significant moves on wages. During our last bargaining session, Wellpath attorney Fred Seleman went so far as to say that if members don’t like the offer, they are free to leave.

After hearing such a disrespectful statement, we were compelled to complete a “Whatever it Takes” Petition. Bargaining Team members Geneica Williams and Chisa Earl led members in a march on the boss, handing Mike Durbin petitions signed by 95 percent of our members. Members expressed their disappointment with Durbin, David Ott, and Wellpath as a whole during the bargaining process.

**This march on the boss was a momentous moment – we showed Wellpath that we are willing to do whatever it takes to win fair wages, and a safe workplace!**

**Our Bargaining Team will speak with members in the upcoming week to determine the next steps in our escalation plan. We must continue to stand together to win the contract we deserve!**

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



**“Even Social Security is getting an 8.7 percent increase!”**

**GENECIA WILLIAMS, LVN  
NUHW STEWARD AND BARGAINING TEAM MEMBER**