

BARGAINING UPDATE

OCTOBER 5, 2023

NEXT BARGAINING SESSIONS

Wednesday, October 18
1pm-4pm

Thursday, October 26
9am-5pm

Via Zoom - watch for emails and texts with the link to join!

Here is a recap of the last bargaining session. As you can see, Wellpath made very little movement in our negotiation session:

Issue	Employer's Current Position	Union's Current Position
Weekend Differential \$1.25	Ratification: \$2.75 2nd Year: \$3.25 3rd Year: \$3.50	\$4.00
Wages	5/1/2023: 3.75% 5/1/2024: 3.25% 5/1/2025: 3.25% No Special Adj for MA/Lab	5/1/23: 10% 5/1/24: 8% 5/1/25: 8% 25% Adjustment for MA/Lab
Scheduling	No change	Matrix development: \$75 per shift when Matrix not met
PTO	No change	Juneteenth with 8-hour adjustment to PTO
Health Plan	No change	No increase in premium costs

WHAT DO WE DO NOW?

As we've seen over the last few months of bargaining, Wellpath has no intention of meeting our financial demands. The best way to show for us to show our solidarity is to have a successful Informational Picket. Our membership did an AMAZING job by turning out a 100% yes vote to hold an informational picket. We will need the support of the community, as well as local elected officials, to place additional pressure on Wellpath to meet our demands at the bargaining table.

In the next two weeks, it is critical that members visit the offices of the Alameda County Board of Supervisors, as well as Dublin City Council. These officials are responsible for holding Wellpath accountable, so we need their support. . Unfortunately, they won't know there's a problem until we tell them.

continued on back

We need 20-30 members who are willing to make these visits and share our stories about staffing, safety, as well as pay issues that we are having at Santa Rita. **We can not ask people to show up for us if we don't show up for ourselves and each other.**

These visits are so important. We cannot hold an info picket without the support of the community and local elected officials. Without public pressure, Wellpath will not feel the pressure nor the need to meet our demands.

Remember, our stewards and bargaining team members cannot do this alone. Going forward, each member will have to dedicate one or two hours per week outside of work to fight for the changes you want in this contract. It will involve more than showing up to picket. It will involve morning, afternoon, and evening meetings with elected officials at their offices.

We need everyone's support, energy, and drive to move this forward. This will show Wellpath that we are willing to do whatever it takes to receive a fair contract!

Please reach out to your NUHW organizer to get involved with these critical visits with electeds!

Kaiser Health Plan Issue

It has been reported that Wellpath employees did not have access to their Kaiser health coverage for about 12 hours on Monday, October 2. Although Wellpath has informed us that the problem has now been resolved, we are filing a grievance today so that we can attempt to hold Wellpath accountable for any hardship NUHW members experienced.

We contacted Wellpath management on Monday after hearing from members who were suddenly locked out of their Kaiser accounts, unable to make appointments. Wellpath's Dominic Kelley called the problem "an account manager issue," but he didn't understand that it was a widespread problem affecting Wellpath workers at multiple locations.

As of Tuesday, Mr. Kelley wasn't even planning on emailing employees an alert that their health insurance had been canceled. The sudden cancellation of workers' health coverage was a potentially dangerous and outrageous error by Wellpath that was made worse by the company's callous initial response.

We're happy that the issue has now been resolved, but we will continue working to get more answers while following through with our grievance to make sure that any negative impacts are remedied.

If you have questions or would like to report any impact or hardship from temporarily losing your health coverage, please contact an NUHW organizer (see below).

GTL Fees

We recently learned Wellpath is now passing on the taxes for the group term life onto its employees. According to our contract, these changes must be negotiated. Wellpath is suggesting that is a fee that has been shown on your paychecks in the past. Please send an email to Chelsey, Mike, or Dominic Kelley if that is not the case. They will need to hear from you before they acknowledge there's a problem.

NUHW ORGANIZERS

Aladrian Hillmon - (510) 760-4965 - ahillmon@nuhw.org | Ellen Kress - (669) 242-9237 - ekress@nuhw.org