

# JOINING NUHW WILL GIVE US REAL POWER IN OUR WORKPLACE

This week we will vote to join the National Union of Healthcare Workers. It is important to understand how we got here. For years, Wellpath has not given regular wage increases and increased the cost of our medical benefits. Staffing is inadequate, workers have been wrongfully terminated, and our schedules have been changed with little notice. We deserve respect and a voice in issues that affect us.

A few months ago, a few of us found NUHW, the union that represents our colleagues at Santa Rita Jail. We have since been working with union staff to join NUHW.

Now we have gotten Wellpath's attention, and managements is desparate for us to vote no. Why? They know they will be legally obligated to bargain a contract with us, and they don't want us to have that kind of a power. They want things to stay how they have been. Wellpath leaders are worried that more of their employees will start organizing to join a union. Sonoma Jail workers have also filed to join NUHW and will get to vote very soon.

Here is a comparison of what NUHW members at Santa Rita Jail have, compared to our current standards:

ISSUE	SANTA RITA	STANISLAUS
<b>Wages</b>	3.75% cost of living raises every year through 2023. That means these workers' pay will be raised by 18.75% from from cost of living raises. Members also have fair wage scales so that years of service are rewarded.	Raises are based on an evaluation that does not happen yearly. Cost of living adjustments sometimes don't happen for up to five years.
<b>Company gets sold/merged</b>	The new employer must honor the current union contract.	No protections. New employer can do whatever they want.
<b>Discipline and terminations</b>	Employer must have just cause to discipline or terminate an employee. Workers have the right to have a union representative present during disciplinary meetings and can file a grievance if they do not agree with their discipline. Also, union attorneys can argue on their behalf should a grievance go to an arbitrator.	At-will employee. Employer can discipline or terminate you for any reason as long as it does not violate State or Federal law. You have zero recourse.

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<b>Layoffs</b>	Employer must negotiate over layoffs.	Employer can lay off any regardless of seniority.
<b>Scheduling</b>	Once posted, the employer cannot change the schedule unless the employee agrees. There is an exception in emergency situation.	Employer can change schedules whenever they want and without giving notice.
<b>PTO</b>	Depending on years of service you accrue 27-40 days of PTO a year	25 days a year and does not go up with years of service
<b>Holidays</b>	New Year's Day Martin Luther King, Jr's Birthday President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day	New Years Day Memorial Day Independence Day Labor Day Thanksgiving Christmas Day
<b>Open Positions</b>	Employer must post the positions and employees can bid on it. The most senior qualified employee will be awarded the position.	Positions are not posted, and employer chooses who gets it.
<b>Extended Paid Sick Leave (ESL)</b>	The union contract guarantees Extended Paid Sick Leave for all FT and PT employees. Depending on years of service, workers accrue between 1-7 days a year. A maximum of 500 hours can be accrued.	No ESL
<b>Medical/Dental/Vison Benefits</b>	It varies but employer pays majority of monthly premiums. Benefits cannot be changed unless specified in the contract.	Employer does not pay majority of monthly premiums and is free to change plans whenever they choose without negotiating with employees.

**Vote YES for a real voice with Wellpath!**

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