

# Summary of NUHW-Wellpath contract negotiations

December 10, 2021

The following is a summary of our position vs. the Employer's position on all open items.

	<b>NUHW's Proposal</b>	<b>Management's Proposal</b>
<b>Wages:</b>	<p>Placement on the proposed NUHW scale according to service with Wellpath with the following minimum guarantees:</p> <p><b>First year:</b> 4.5%.</p> <p><b>Second Year:</b> 3.75%</p> <p><b>Third Year:</b> 3%</p> <p><i>Wage Scales below.</i></p>	<p><b>First Year:</b> Placement on the Employer's scale with no minimum increase guaranteed which means that a third of our members would not receive any increase at all. (0%)</p> <p><b>Second Year:</b> 2% added to the scale but no minimum guarantee.</p> <p><b>Third Year:</b> 2%</p> <p><i>Wage Scales below.</i></p>
<b>Bilingual Differential</b>	\$1.00 added to the employee's base rate.	Employer rejects bilingual pay.
<b>Overtime Bonus</b>	\$80 per shift to enhance staffing.	Employer rejects the OT bonus,
<b>PTO Accruals</b>	<p><i>0-4 years of employment:</i> 160 hours per year</p> <p><i>5 + years of employment:</i> 200 hours per year</p>	<p><i>0-2 years:</i> 96 hours per year <i>3-4 years:</i> 120 hours per year <i>5-9 years:</i> 136 hours per year <i>10-14 years:</i> 160 hours per year <i>15 + years:</i> 184 hours per year</p> <p>Except for a handful of employees, all employees would see a <b>reduction</b> in PTO.</p>
<b>PTO Benefits</b>	<p>Option to cash out PTO on a yearly basis.</p> <p>Carry over of 240 hours of PTO to following year.</p>	<p>No cash out option.</p> <p>Employee stops accruing PTO upon reaching 240 hours.</p>
<b>Mental Health Clinical Supervision</b>	\$400 per month additional pay.	\$250 per month additional pay.
<b>Health Plan</b>	<p>(a) Reduction in premiums by 10% for family coverage and no premium charge for the employee.</p> <p>(b) Employer contribution of a Health Savings Account for each employee of \$500 per employee.</p>	Employer rejects any improvement in the health plan.
<b>CEU Tuition Reimbursement</b>	\$1000 per year.	If the employee cannot get CEUs through the Employer, he/she would be eligible for an unspecified amount of tuition reimbursement.
<b>Education Leave</b>	5 days per year to attend classes or courses to satisfy CEU requirements.	No Education Leave.
<b>Past Practices</b>	Maintain past practices including any better benefit currently enjoyed (e.g. holidays for Mental Health).	Reject any practice that is not mentioned specifically in the Contract.
<b>Rights to Leaflet or do Informational Pickets</b>	During the term of the Agreement if the Employer fails to resolve problems.	Reject.

### NUHW Proposed Wage Scale (SONOMA)

SONOMA COUNTY								
YEAR ONE - 4.5% MINIMUM INCREASE								
Job Title	Start	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	15 Yrs	20 Yrs
Registered Nurse	58.02	60.34	62.75	65.26	67.88	70.59	73.41	76.35
LVN/LPT	33.50	34.84	36.23	37.68	39.19	40.76	42.39	44.08
Nursing Assistant	22.61	23.51	24.45	25.43	26.45	27.51	28.61	29.75
Mental Health Professional (LCSW, LMFT, Licensed Clinical Counselor, Psychiatric Nurse, Medical Social Worker)	60.92	63.36	65.89	68.53	71.27	74.12	77.08	80.17
Mental Health Associate	55.38	57.60	59.90	62.29	64.79	67.38	70.07	72.88
Nurse Practitioner/Physician Assistant	76.22	79.27	82.44	85.74	89.17	92.73	96.44	100.30
Nurse Practitioner – Mental Health	84.60	87.98	91.50	95.16	98.97	102.93	107.05	111.33
Substance Abuse Counselor	48.08	50.00	52.00	54.08	56.25	58.50	60.84	63.27
Dental Assistant	27.80	28.91	30.07	31.27	32.52	33.82	35.18	36.58
Mental Health Clerk	25.85	26.88	27.96	29.08	30.24	31.45	32.71	34.02
Medical Records Clerk	21.37	22.22	23.11	24.04	25.00	26.00	27.04	28.12
Discharge Planner	36.80	38.27	39.80	41.39	43.05	44.77	46.56	48.43
Administrative Assistant	25.50	26.52	27.58	28.68	29.83	31.02	32.27	33.56

### Wellpath Proposed Wage Scale (SONOMA)

SONOMA COUNTY								
Job Title	Start	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	15 Yrs	20 Yrs
Registered Nurse	58.02	60.34	62.76	65.27	67.88	70.59	73.42	76.35
LVN/LPT	33.16	34.49	35.87	37.31	38.80	40.35	41.96	43.64
Nursing Assistant	22.22	23.11	24.04	25.00	26.00	27.04	28.12	29.25
Mental Health Professional (LCSW, LMFT, Licensed Clinical Counselor, Psychiatric Nurse, Medical Social Worker)	60.92	63.36	65.89	68.53	71.27	74.12	77.09	80.17
Mental Health Associate	54.67	56.85	59.13	61.49	63.95	66.51	69.17	71.94
Nurse Practitioner/Physician Assistant	75.15	78.15	81.28	84.53	87.91	91.43	95.08	98.89
Nurse Practitioner – Mental Health	85.37	88.78	92.33	96.02	99.87	103.86	108.01	112.34
Substance Abuse Counselor	47.02	48.42	50.86	52.89	55.01	57.21	59.50	61.88
Dental Assistant	27.08	28.16	29.29	30.46	31.68	32.95	34.26	35.64
Mental Health Clerk	25.11	26.12	27.16	28.25	29.38	30.56	31.78	33.05
Medical Records Clerk	21.37	21.92	22.79	23.70	24.65	25.64	26.66	27.73
Discharge Planner	35.56	36.98	38.46	40.00	41.04	42.08	43.12	44.16
Administrative Assistant	24.87	25.87	26.90	27.98	29.10	30.26	31.47	32.73

### NUHW Proposed Wage Scale (STANISLAUS)

STANISLAUS COUNTY								
YEAR ONE - 4.5% MINIMUM INCREASE								
Job Title	Start	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	15 Yrs	20 Yrs
Registered Nurse	52.85	54.96	57.16	59.45	61.83	64.30	66.87	69.55
LVN/LPT	32.75	34.06	35.42	36.84	38.31	39.85	41.44	43.10
Mental Health Professional (LCSW, LMFT, Licensed Clinical Counselor, Psychiatric Nurse, Medical Social Worker)	53.40	55.54	57.76	60.07	62.47	64.97	67.57	70.27
Mental Health Associate	48.55	50.49	52.51	54.61	56.80	59.07	61.43	63.89
Nurse Practitioner/Physician Assistant	71.75	74.62	77.60	80.71	83.94	87.29	90.79	94.42
Nurse Practitioner – Mental Health	79.64	82.83	86.14	89.58	93.17	96.89	100.77	104.80
Dental Assistant	22.50	23.40	24.34	25.31	26.32	27.37	28.47	29.61
Dental Hygienist	49.55	51.53	53.59	55.74	57.97	60.29	62.70	65.20
Medical Records Clerk	21.75	22.62	23.52	24.47	25.44	26.46	27.52	28.62

Note: NUHW proposal for Mental Health Professionals, Mental Health Associates (unlicensed) and RNs includes an additional market-adjustment increase of 5% in Year Two, and 3.75% in Year Three."

### Wellpath Proposed Wage Scale (STANISLAUS)

STANISLAUS COUNTY							
Job Title	Start	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs	15 Yrs
Registered Nurse	48.99	50.95	52.99	55.11	57.31	59.60	61.99
LVN/LPT	32.10	33.39	34.72	36.11	37.56	39.06	40.62
Mental Health Professional (LCSW, LMFT, Licensed Clinical Counselor, Psychiatric Nurse, Medical Social Worker)	53.40	55.54	57.76	60.07	62.47	64.97	67.57
Mental Health Associate	47.92	49.83	51.83	53.90	56.06	58.30	60.63
Nurse Practitioner/Physician Assistant	69.37	72.15	75.04	78.04	81.16	84.40	87.78
Nurse Practitioner – Mental Health	78.81	81.96	85.24	88.65	92.20	95.88	99.72
Dental Assistant	22.07	22.95	23.87	24.83	25.82	26.85	27.93
Dental Hygienist	49.55	51.53	53.59	55.74	57.97	60.29	62.70
Medical Records Clerk	21.19	22.04	22.92	23.84	24.79	25.78	26.81

## Issues Where We Have Tentative Agreement

The following issues were tentatively agreed to over the many months of bargaining and have been reported in more detail previously:

1. 401(k): Status quo
2. Malpractice Insurance: Status quo
3. Labor/Management Committee: Informal meetings of members and management to resolve issues.
4. Union Representative and Steward Rights: Rights of the Union Representative to visit and meet with members. Steward's participation in the resolution of grievances.
5. Shift Differentials:

3pm to 11pm	7.5%	8% on holidays
11pm to 7am	17%	20% on holidays

6. Per Diem Differentials:
  - a. RN, FNP, MHP positions: \$3.00 per hour
  - b. LVN/LPT: \$2.00 per hour
  - c. Other Disciplines: \$1.00 per hour
7. On Call Premium:
  - a. NPs/PAs: \$6.92 per hour
  - b. MHPs: \$4.23 per hour
8. CCHP Bonus: \$500 for full-time employees and \$250 for part-time employees' annual bonus provided the CCHP is maintained.
9. Field Training Program: Employees with 3 years of service appointed by the Employer to support the training of employees will receive 3% or \$1.00 per hour, whichever is greater.
10. Work Schedules:
  - a. 60-day schedule 14 days in advance of the beginning of the schedule with the option to post beyond 60 days.
  - b. Availability Per Diem Requirements: 2 holidays per year, 3 shifts per 30day period.
  - c. System for requesting and granting additional shifts for full-time and part-time employees.
11. Bereavement Leave: 3 days for full time employees for immediate family.
12. Jury Duty: 10 days' pay
13. Leaves: Provisions for the granting of leaves for the following: Military, Medical, Industrial Injury, Parental, Personal, Sexual Assault, Domestic Violence, School/Child Activities, and Voting
14. Respect Language: It is the intent of all the parties that all employees and union representative show each other respect.
15. Union Membership/Dues: Provisions covering obligatory union membership and dues or, in the alternative, fees.
16. Notice to Employees: Employer notices to employees must be communicated in writing by mail, text, in-person or e-mail.
17. Employee Categories Definition:
  - a. Full-time: 30 hours scheduled per week
  - b. Part-time: Fewer than 30 hours scheduled per week
  - c. PRN (Per Diem): intermittent or as needed employee
18. Job Descriptions and Newly Created Job Classifications: Maintenance of Job Descriptions and requirements to bargain if changes are proposed.
19. Seniority: Seniority provisions for reductions in force and bidding for job vacancies.
20. Various provisions regarding No Discrimination, 120 day probationary period, Rest and Meal Periods, Overtime, pay checks, Work Rules, security clearance obligations, management's rights, reporting pay, whistleblower protections, performance evaluations, employee health and safety, pay for bargaining, and progressive and just cause for discipline.
21. Grievance Procedure. System to allow employees to file complaints regarding the Employer's violation of their rights or contractual provision with the final step of the process being resolved by a third party neutral (arbitrator).