

BARGAINING UPDATE

Monday, September 18, 2023

In bargaining on September 14, Sutter management once again came with **ZERO PROPOSALS**. When we told them that we were getting tired of them coming to negotiations unprepared, their lead negotiator got upset and stormed out of the room.

We presented a new wage proposal that includes:

- A 3% raise retroactive for 2022
- A 3% raise retroactive for 2023
- A new wage scale with anniversary raises (see the back side of this flyer)
 - o Plus a raise of at least 3%, 4%, or 5% (depending on your years of service)
- Plus annual wage increases (these are increases to both your individual wage rates AND the wage scales):
 - o After 1 year: 5.5%
 - o After 2 years: 5.5%
 - o After 3 years: 3%

IT'S TIME FOR US TO AUTHORIZE AN INFORMATIONAL PICKET!

We will hold a vote on October 3 and 4 to authorize an **INFORMATIONAL PICKET**. Once we vote YES, then our Bargaining Team will have the authority to schedule when we do our picket, depending on what happens at the bargaining table. We have to show management an overwhelming YES vote!

What is an informational picket?

An informational picket is a picket line that we set up outside the hospital, but **it is not a strike**. On the day of the picket, those of us who are off work would come to march on the picket line. Those of us who are working would join the picket line before work, during lunch, and after work. We would hold a big rally and invite the media and our friends in elected office and community groups. It shows management that we're serious and lets them know that we will eventually go on strike if we need to.



"I'm voting YES. I want them to hear us loud and clear that we are gearing up to fight for what we deserve in our union contract!"
—Kenisha Campbell
PCSS, 3 years

"I'm going to vote YES. Sutter has been dragging their feet. We have to force them to take us seriously."
—Rufo Delacruz,
PCSS, 23 years



Union proposal, presented on 9/14/23

Job Title	1st year	2nd year	3rd year	4th year	5th year	6th year	7th year	8th year	9th year	10th year	15th year
Clinical Pharmacy Technician	\$34.00	\$34.85	\$35.72	\$36.61	\$37.53	\$38.47	\$39.43	\$40.42	\$41.43	\$42.46	\$45.65
Coord. Physician Billing	\$27.00	\$27.68	\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.09	\$32.90	\$33.72	\$36.25
Environmental Services Technician	\$25.00	\$25.63	\$26.27	\$26.92	\$27.60	\$28.29	\$28.99	\$29.72	\$30.46	\$31.22	\$33.56
Intake Assessment LVN LPT	\$39.00	\$39.98	\$40.97	\$42.00	\$43.05	\$44.12	\$45.23	\$46.36	\$47.52	\$48.71	\$52.36
Lead, Food Service Worker	\$29.50	\$30.24	\$30.99	\$31.77	\$32.56	\$33.38	\$34.21	\$35.07	\$35.94	\$36.84	\$39.60
Licensed Clinical Social Worker	\$46.00	\$47.38	\$48.80	\$50.27	\$51.77	\$53.33	\$54.93	\$56.57	\$58.27	\$60.02	\$65.42
LVN	\$36.00	\$36.90	\$37.82	\$38.77	\$39.74	\$40.73	\$41.75	\$42.79	\$43.86	\$44.96	\$48.33
Mental Health Therapist II	\$41.75	\$43.00	\$44.29	\$45.62	\$46.99	\$48.40	\$49.85	\$51.35	\$52.89	\$54.47	\$56.11
Patient Care Support Specialist	\$26.50	\$27.16	\$27.84	\$28.54	\$29.25	\$29.98	\$30.73	\$31.50	\$32.29	\$33.09	\$35.58
Pharmacy Technician	\$29.00	\$29.73	\$30.47	\$31.23	\$32.01	\$32.81	\$33.63	\$34.47	\$35.33	\$36.22	\$38.93
Project Tech-Env Svcs	\$28.00	\$28.70	\$29.42	\$30.15	\$30.91	\$31.68	\$32.47	\$33.28	\$34.12	\$34.97	\$37.59
Psychiatric Nurse Practitioner	\$74.00	\$76.22	\$78.51	\$80.86	\$83.29	\$85.79	\$88.36	\$91.01	\$93.74	\$96.55	\$105.24
Recreational Therapist	\$32.50	\$33.31	\$34.15	\$35.00	\$35.87	\$36.77	\$37.69	\$38.63	\$39.60	\$40.59	\$43.63
Recreational Therapist Lead	\$37.50	\$38.44	\$39.40	\$40.38	\$41.39	\$42.43	\$43.49	\$44.58	\$45.69	\$46.83	\$50.34
SCP-Cook	\$25.50	\$26.14	\$26.79	\$27.46	\$28.15	\$28.85	\$29.57	\$30.31	\$31.07	\$31.85	\$34.23
SCP-Food Service Worker	\$24.50	\$25.11	\$25.74	\$26.38	\$27.04	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$32.89
SCP-Unit Secretary	\$24.14	\$24.74	\$25.36	\$26.00	\$26.65	\$27.31	\$27.99	\$28.69	\$29.41	\$30.15	\$32.41
Sr. Pt Care Support Specialist	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.51	\$34.34	\$36.92
Transitional Care Clinical Pharmacy Tech	\$34.00	\$34.85	\$35.72	\$36.61	\$37.53	\$38.47	\$39.43	\$40.42	\$41.43	\$42.46	\$45.65
Unit Secretary, PT Care Spt	\$27.00	\$27.68	\$28.37	\$29.08	\$29.80	\$30.55	\$31.31	\$32.09	\$32.90	\$33.72	\$36.25
Utilization Review LVN/LPT	\$35.50	\$36.39	\$37.30	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.25	\$44.33	\$47.66