

# BARGAINING UPDATE

October 16, 2023

In Negotiations on October 12, we reached agreement on a few small items:

- Recognition
- New Employee Orientation
- Shop Stewards
- Bulletin Board

## HOWEVER

Management wants **SIGNIFICANT TAKEAWAYS** on the retirement benefits (403b and retiree health).

Management wants to **ELIMINATE** the annual Longevity Bonus.

Management still **REFUSES** to agree to add Juneteenth.

Management's new proposed wage scale made some movement for Social Workers, but **ZERO MOVEMENT** for all other classifications.

Management's wage increase proposal is now just 2.5% each year for 3 years (up from 2.25%), but they still **REFUSE** to give the cost-of-living raises they unlawfully withheld in 2022 and 2023, though we have legal charges pending, including a new one filed just this week over that.

## NEXT BARGAINING SESSION

Thursday, October 19 at 9:30 a.m.

1121 L Street, downtown Sacramento in the basement conference room

All NUHW members are encouraged to attend.