



SUTTER CENTER FOR PSYCHIATRY
NUHW Bargaining Update

July 10, 2023

On Thursday, July 6, we met with management for our very first in-person Bargaining Meeting!

The proposals

Management gave us no proposals. We presented 16 proposals to management:

- Wage Increases and Wage Scales
- Shift, Weekend, and Relief Differentials, and Standby Rates
- Retirement Benefits
- Medical, Dental, and Vision Benefits (including copays, deductibles, and maximums)
- PTO
- Paid Educational Leave and Educational Reimbursement
- Work in a Higher Paid Classification
- Longevity Bonuses
- Package Proposal:
 - **Bargaining Unit Work and No Subcontracting**
 - **COPE Deduction**
 - **Dues Deduction**
 - **Union Membership**
 - **Management Rights**
 - **No Strike No Lockout**



“This is a good and fair proposal that we’ve made for wage increases. I’m glad that we’re fighting to be made whole for the 2022 wage increases that management still hasn’t given us. Remember, we won part of our charge at the Labor Board and management had to pay us our 2022 merit increases, but they still haven’t given us our 2022 cost-of-living increases. Let’s all stay strong and fight to win everything we deserve”

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Per diem PCSS

The basic details in our wage increase proposal:

- Effective July 2022 (RETROACTIVE): 3% wage increase for everyone (because management did not give us our 2022 wage increases)
- Effective July 2023:

Employees with 25+ years of service	Placed on the wage scale at whichever step provides at least a five percent (5%) wage increase
Employees with 15-24 years of service	Placed on the wage scale at whichever step provides at least a four percent (4%) wage increase
Employees with 0-14 years of service	Placed on the wage scale at whichever step provides at least a three percent (3%) wage increase

- Effective July 2024: 6% wage increase for everyone and all wage scales
- Effective July 2025: 6% wage increase for everyone and all wage scales
- Effective July 2026: 3% wage increase for everyone and all wage scales

NEXT BARGAINING DATE

THURSDAY, AUGUST 3 AT 10AM

2700 GATEWAY OAKS DRIV., SACRAMENTO

CONFERENCE ROOM 2224

ALL NUHW MEMBERS ARE ENCOURAGED TO ATTEND.