

3-Day Strike Authorized!

We voted overwhelmingly to authorize a 3-day strike. **95% voted YES**

The Bargaining Team now has the authority to schedule the strike when necessary, depending on what happens at the bargaining table.

UPCOMING NEGOTIATIONS: WEDNESDAY, FEBRUARY 14, 9:30 A.M.

Our next bargaining date is Wednesday, February 14 at 9:30 a.m. at 7700 Gateway Oaks, Sacramento. Management has committed to have a response on wages for us. Let's pack the room and show them we're serious!

KEY ITEMS STILL ON THE TABLE:

ITEM	UNION PROPOSAL	SUTTER PROPOSAL
WAGES	<ul style="list-style-type: none"> •3% retro for 2022. •3% retro for 2023. •Each employee placed on the wage scale with a minimum of 3%, 4% or 5%, depending on year of service. •1st YEAR: 5% •2nd YEAR: 5% •3rd YEAR: 3% 	<ul style="list-style-type: none"> •Nope, no retro for 2022. •Nope, no retro for 2023. •Each employee placed on the wage scale with a minimum of 3%. •1st YEAR: 2.75% •2nd YEAR: 2.75% •3rd YEAR: 3%
SAFETY	Create a Rapid Response Team of employees to respond to Code Greys. If you're part of the RRT, you receive special training and a \$3/hour differential.	Nope
MEDICAL, DENTAL AND VISION INSURANCE	Maintain the medical, dental, and vision insurance as they are now.	Nope. Sutter should be able to increase copays in 2025 and change anything else it wants, whenever it wants, from that point forward.
HOLIDAYS AND PTO	Add Juneteenth as a paid holiday	Nope, no Juneteenth
DIFFERENTIALS AND PREMIUMS	PM shift differential: \$2.25/hr Night shift differential: \$2.75/hr Weekend shift differential: \$1.70/hr Standby pay: \$15/hr Relief differential: \$2/hr	PM shift differential: \$1.80/hr Night shift differential: \$2.10/hr Weekend shift differential: \$1.70/hr Standby pay: \$13/hr Relief differential: \$2/hr
LONGEVITY BONUS	Continue the past practice of an annual longevity bonus for employees with more than 5 years of service, starting at \$332/year for those with 5-9 years of service and going up to \$1,330/year for 35-year employees.	Nope, eliminate the longevity bonus.
MANAGEMENT RIGHTS	Sutter must bargain before they make any change that impacts employees.	Nope, Sutter wants to be able to make changes without bargaining over the impacts, or to bargain after making the change.