

BARGAINING UPDATE

Tuesday, September 5, 2023

On Tuesday, August 24, we met with management for negotiations.

- We presented a few proposals on PTO, Education Reimbursement, and Shop Stewards.
- They gave us a few basic proposals.
- They again rejected our proposal on Holidays – they're refusing to agree to include Juneteenth as a paid holiday.
- **MOST IMPORTANTLY**, management gave us a new proposal on the WAGE SCALES
 - o They moved some of the values upward for some of the classifications. *That's positive.*
 - o One example: They moved their proposed start rate for new Cooks up from \$22.80 to \$25.19, an increase of \$2.39/hour. *That's positive.*
 - o Meanwhile: They made ZERO movement on their proposed start rate for new PCSSs, still proposing a start rate of \$22.16 (more than \$3 lower than their proposed start rate for Cooks). *That's unacceptable.*
 - o We pressed them on this:
 - (1) We asked them, point blank, why they seem to value Cooks so much more than PCSSs.
 - They told us that they do market comparisons for each job on its own, and Cooks are compared to other Cook jobs in the geographic area, even at fast food places like McDonald's.
 - (2) They also claimed that their proposed maximum rate for PCSSs is a 13% increase over the current maximum rate for PCSSs.
 - But we pointed out that more than half of the PCSSs are currently being paid more than management's current "maximum" rate.
 - So their "maximum" rate isn't really a maximum at all. And their proposal IS NOT a 13% increase.
 - They actually seemed surprised by this, even though they should know what their own employees are currently being paid.
 - In response to all of this, they said that they want to re-think their proposal on the PCSS wage scale, and they promised to get back to us later.
 - o Turn the page to see the new wage scale that management proposed on 8/24/23.

"I'm a PCSS and management's proposal is just not good enough. I'm glad that management is willing to recognize the important work that my coworkers who are Cooks are doing, but why are they refusing to compensate us PCSSs fairly? It's time for us to stand up all together and show Sutter that we're serious about winning a fair contract!"



Harry Harrison
PCSS, 3 years

UPCOMING BARGAINING DATES

Thursday, Sept. 7 at 9:30am
Thursday, Sept. 14 at 9:30am

MANAGEMENT'S PROPOSED WAGE SCALE FROM 8/24/23

| Job Title | Current Range, according to management | | MANAGEMENT'S PROPOSED SCALES | | | | | | | | | | |
|---|--|----------|------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Min | Max | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| Clin Soc Wrkr, Psych Resp Team (SCP NUHW) | \$ 37.42 | \$ 56.12 | \$ 43.84 | \$ 45.16 | \$ 46.51 | \$ 47.91 | \$ 49.35 | \$ 50.83 | \$ 52.35 | \$ 53.92 | \$ 55.54 | \$ 57.21 | \$ 58.93 |
| Clinical Pharmacy Technician (SCP NUHW) | \$ 33.63 | \$ 42.00 | \$ 30.04 | \$ 30.79 | \$ 31.56 | \$ 32.35 | \$ 33.16 | \$ 33.99 | \$ 34.84 | \$ 35.71 | \$ 36.60 | \$ 37.52 | \$ 38.46 |
| Coord, Physician Billing (SCP NUHW) | \$ 21.52 | \$ 27.94 | \$ 22.70 | \$ 23.27 | \$ 23.85 | \$ 24.45 | \$ 25.06 | \$ 25.69 | \$ 26.33 | \$ 26.99 | \$ 27.66 | \$ 28.35 | \$ 29.06 |
| Environmental Services Technician (SCP NUHW) | \$ 21.63 | \$ 25.93 | \$ 21.88 | \$ 22.43 | \$ 22.99 | \$ 23.56 | \$ 24.15 | \$ 24.75 | \$ 25.37 | \$ 26.00 | \$ 26.65 | \$ 27.32 | \$ 28.00 |
| Intake Assessment LVN LPT (SCP NUHW) | \$ 35.28 | \$ 44.06 | \$ 34.91 | \$ 35.78 | \$ 36.67 | \$ 37.59 | \$ 38.53 | \$ 39.49 | \$ 40.48 | \$ 41.49 | \$ 42.53 | \$ 43.59 | \$ 44.68 |
| Lead, Food Service Worker (SCP NUHW) | \$ 25.72 | \$ 30.85 | \$ 26.04 | \$ 26.69 | \$ 27.36 | \$ 28.04 | \$ 28.74 | \$ 29.46 | \$ 30.20 | \$ 30.95 | \$ 31.72 | \$ 32.51 | \$ 33.32 |
| Licensed Clinical Social Wrkr (SCP NUHW) | \$ 37.42 | \$ 56.12 | \$ 43.84 | \$ 45.16 | \$ 46.51 | \$ 47.91 | \$ 49.35 | \$ 50.83 | \$ 52.35 | \$ 53.92 | \$ 55.54 | \$ 57.21 | \$ 58.93 |
| Mental Health Therapist II | \$ 35.63 | \$ 53.45 | \$ 41.75 | \$ 43.01 | \$ 44.30 | \$ 45.63 | \$ 47.00 | \$ 48.41 | \$ 49.86 | \$ 51.35 | \$ 52.90 | \$ 54.49 | \$ 56.12 |
| Patient Care Supprt Specialist (SCP NUHW) | \$ 21.86 | \$ 25.14 | \$ 22.16 | \$ 22.71 | \$ 23.28 | \$ 23.86 | \$ 24.46 | \$ 25.07 | \$ 25.70 | \$ 26.34 | \$ 27.00 | \$ 27.68 | \$ 28.37 |
| Pharmacy Technician (SCP NUHW) | \$ 27.94 | \$ 34.89 | \$ 28.62 | \$ 29.34 | \$ 30.07 | \$ 30.82 | \$ 31.59 | \$ 32.38 | \$ 33.19 | \$ 34.02 | \$ 34.87 | \$ 35.74 | \$ 36.63 |
| Project Tech-Env Svcs (SCP NUHW) | \$ 24.59 | \$ 29.46 | \$ 24.85 | \$ 25.47 | \$ 26.11 | \$ 26.76 | \$ 27.43 | \$ 28.12 | \$ 28.82 | \$ 29.54 | \$ 30.28 | \$ 31.04 | \$ 31.82 |
| Psychiatric Nurse Practitioner (SCP NUHW) | \$ 62.28 | \$ 93.41 | \$ 72.99 | \$ 75.18 | \$ 77.44 | \$ 79.76 | \$ 82.15 | \$ 84.61 | \$ 87.15 | \$ 89.76 | \$ 92.45 | \$ 95.22 | \$ 98.08 |
| Recreational Therapist (SCP NUHW) | \$ 30.18 | \$ 37.69 | \$ 30.63 | \$ 31.40 | \$ 32.18 | \$ 32.98 | \$ 33.80 | \$ 34.64 | \$ 35.51 | \$ 36.40 | \$ 37.31 | \$ 38.24 | \$ 39.20 |
| Recreational Therapist Lead (SCP NUHW) | \$ 35.51 | \$ 44.38 | \$ 36.06 | \$ 36.96 | \$ 37.88 | \$ 38.83 | \$ 39.80 | \$ 40.79 | \$ 41.81 | \$ 42.86 | \$ 43.93 | \$ 45.03 | \$ 46.16 |
| SCP-Cook (SCP NUHW) | \$ 23.40 | \$ 28.05 | \$ 25.19 | \$ 25.82 | \$ 26.47 | \$ 27.13 | \$ 27.81 | \$ 28.51 | \$ 29.22 | \$ 29.95 | \$ 30.70 | \$ 31.47 | \$ 32.26 |
| SCP-Food Service Worker (SCP NUHW) | \$ 21.73 | \$ 26.05 | \$ 21.97 | \$ 22.52 | \$ 23.08 | \$ 23.66 | \$ 24.25 | \$ 24.86 | \$ 25.48 | \$ 26.12 | \$ 26.77 | \$ 27.44 | \$ 28.13 |
| SCP-Unit Secretary (SCP NUHW) | \$ 19.05 | \$ 24.72 | \$ 24.14 | \$ 24.74 | \$ 25.36 | \$ 25.99 | \$ 26.64 | \$ 27.31 | \$ 27.99 | \$ 28.69 | \$ 29.41 | \$ 30.15 | \$ 30.90 |
| Sr Pt Care Support Specialist (SCP NUHW) | \$ 21.84 | \$ 28.36 | \$ 24.38 | \$ 24.99 | \$ 25.61 | \$ 26.25 | \$ 26.91 | \$ 27.58 | \$ 28.27 | \$ 28.98 | \$ 29.70 | \$ 30.44 | \$ 31.20 |
| Transitional Care Clinical Pharmacy Tech (SCP NUHW) | \$ 33.63 | \$ 42.00 | \$ 30.04 | \$ 30.79 | \$ 31.56 | \$ 32.35 | \$ 33.16 | \$ 33.99 | \$ 34.84 | \$ 35.71 | \$ 36.60 | \$ 37.52 | \$ 38.46 |
| Unit Secretary, PT Care Spt Spec (SCP NUHW) | \$ 21.84 | \$ 28.36 | \$ 23.03 | \$ 23.61 | \$ 24.20 | \$ 24.81 | \$ 25.43 | \$ 26.07 | \$ 26.72 | \$ 27.39 | \$ 28.07 | \$ 28.77 | \$ 29.49 |
| Utilization Review LVN/LPT (SCP NUHW) | \$ 32.82 | \$ 40.99 | \$ 34.91 | \$ 35.78 | \$ 36.67 | \$ 37.59 | \$ 38.53 | \$ 39.49 | \$ 40.48 | \$ 41.49 | \$ 42.53 | \$ 43.59 | \$ 44.68 |