



SUTTER CENTER FOR PSYCHIATRY

WE HAVE AN AGREEMENT!

After a full day and night of bargaining, **we finally settled our first union contract** at 6 a.m. on Wednesday, June 12! Here are some of the highlights:

<p>WAGES</p>	<ul style="list-style-type: none"> • At the start of the contract: 4% or 4.5% wage increase for everyone • Six months in: Everyone is placed on the wage scale (with a smaller wage increase of 2.5% or lower) • One year in: <ul style="list-style-type: none"> o 3% wage increase for everyone o Everyone starts to get additional increases of 2.5% every year on their anniversary date. o 18 months in: The contract expires
<p>MEDICAL COVERAGE</p>	<ul style="list-style-type: none"> • The EPO healthcare plan (almost all of us have this one) remains fully employer-paid. • Some increases to copays and out-of-pocket maximums and a modest increase to the employee contribution for the PPO plan (which only a few people have).
<p>OTHER ITEMS</p>	<ul style="list-style-type: none"> • Sutter can't make changes to our working conditions until after they negotiate with us. • If Sutter wants to introduce new technologies or make changes to technologies, they have to give us advance notice of 120 days and bargain over it. • Dental coverage, Vision coverage, PTO, Holidays, and Retirement benefits all codified in the contract. • We now have a system of progressive discipline. • The contract includes a clearly-defined grievance procedure, which will protect us going forward whenever management tries to violate our contract. • We have a lot of other benefits and protections that come with a first union contract.

NEXT STEPS: Soon, we'll prepare a document with all the details for everyone. And then we'll hold a vote to ratify the contract. Stay tuned for details.



"I am so proud of this contract. It was a long, hard fight, but we stuck together and did it. We won a lot of things, and next time we'll fight to make our contract even stronger. Congrats to all my coworkers."

PURNELL NESMITH
PCSS