

# WE ARE NUHW



## NUHW BARGAINING TEAM

# WE HAVE A TENTATIVE AGREEMENT!

## Average 40% Wage Increase Across Four Years!

After months of negotiations and struggle, our elected NUHW Bargaining Committee has reached a complete Tentative Agreement for the best contract we have ever won at Tarzana! In this TA we have closed the wage gap between Tarzana and nearby union hospitals, won a \$20 minimum wage, and an average increase over 40% across the four years of the agreement. Now all NUHW members will be able to vote to approve this agreement, and the Bargaining Committee recommends a wholehearted YES!

Tentative Agreement summary below, full details to come:

- **Significant increases to wage scales for every classification/department:**
  - Effective soon after ratification, new wage scales, average increase over 15%. \$20 minimum wage.
  - Effective Oct 2023, scales go up 5%, average increase over 10%
  - Effective Oct 2024, scales go up 5%, average increase over 6%
  - Effective Oct 2025, scales go up 4%, average increase over 5%
- **Increased all premium pay:**
  - Standby from \$6 to \$10 (\$9.50, \$9.75, \$10 over three-year phase in)
  - Evening differential \$0.75-\$2.25 to \$3.25 (\$2.50, \$2.80, \$3, \$3.25 over four-year phase in)
  - Night differential from \$1-\$2.75 to \$3.75 (\$3.25, \$3.30, \$3.50, \$3.75 over four-year phase in)
  - Weekend differential from \$2 to \$3 (\$2.50, \$2.50, \$2.75, \$3 over a four-year phase in)
  - Lead differential from 5% to 7.5%

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- Ratification bonus of \$1500 for FT, \$750 for PT, \$325 for PD
- Added the MLK holiday
- Emergency call buttons for our safety
- A timeline on job postings and filling vacancies
- Cap on flexing/ call-offs
- Stronger path for conversion to FT or PT for per diems
- Stricter ban on subcontracting
- And no takeaways!

## Voting

We are so proud of what we have accomplished together as a union. This Tentative Agreement doesn't become our contract until the membership votes to approve it, and the Bargaining Team unanimously recommends a YES vote to ratify.

**Voting will be online and in-person in the cafeteria:**

**Wednesday, January 18 AND Thursday, January 19: 6am-9am, 11am-1pm, 5pm-7pm**

**Friday, January 20: 10am-2pm**



"We are super proud of this contract. We said from the beginning that improved wages were our number one priority, and our committee fought hard to win the raises we deserve. We managed to win a dignified wage for our work, which is the most important thing. La unión hace la fuerza."

**ISABEL REYNOSO**  
EVS Tech

"Our radiology department has been one of the most underpaid, on average 36% less than other nearby union hospitals. Radiology stood united to win better wages for our department. We won that and more, including a bonus because we were willing to strike. Our union is stronger than it was four years ago and we have to stay united for the next contract in 4 years."



**DANIEL ALMANZA**  
Radiology Tech

*For more information, contact a Bargaining Committee member or NUHW Organizer Cindy Gaete at (203) 202-4858.*