

VISITING NURSE ASSOCIATION OF SANTA CRUZ

# TA SUMMARY

## After bargaining for almost a year, the committee reached a TA.

We've reached a tentative agreement on an 18-month contract that includes significant raises and preserves our employer-paid EPO health plan. We expect Sutter to once again demand cuts to our healthcare benefits when it's time to negotiate our next contract, but we will be joined in that struggle by nearly 1,000 of our fellow NUHW members at Sutter hospitals and home care services, whose contracts will expire at roughly the same time — and we expect to be in an even stronger position to hold the line and once again preserve our healthcare benefits. Here are some of the TA highlights:

- **Term**

18 months

- **Medical, Dental, Vision insurance**

No increases to the EPO health plan for the life of the agreement.

- **Wages**

Effective the first full pay period following ratification: 9.4% increase to the start rate for MSWs, STs, and OTs & 8.6% for PT's. (See Attached Scale.)

12 months after ratification: 3% across-the-board increase to the wage scale.

- **Distribution of Workload language updated.**

- **Seminars & Conferences:**

If the budget allows, funds will be allocated for employees to attend seminars and conferences.

- **Holidays**

MLK added to list of recognized holidays.

- **Bonuses**

Effective upon ratification all those employed as of July 15, 2023 will receive the following bonuses (based on status):

- o FTE \$600

- o Prorated for 0.5-0.8, and

- o \$200 for per diem.

18 months later, employees will receive the following bonuses (based on status):

- o FTE \$400

- o Prorated for 0.5-0.8, and

- o \$200 for per diem.

