

# BARGAINING UPDATE

OCTOBER 19, 2021

*“This is a waste of time. We waited for a month for 2 percent? In good faith we extended our contract. But we are not going to wait much longer.” – Zach Hodgens, MRI Tech, to management*

Here’s what management proposed on October 18:

- 2% increase each year
- Wage scales increase by same 2% (see back for comparison between our proposal and managements)
- NO INCREASE IN SHIFT DIFFERENTIALS
- NO INCREASE IN ON CALL/STANDBY PAY
- Relief lead pay: increased from \$1/hour to \$2/hour (union proposal is \$5)
- Preceptor pay: increased from \$1.50 /hour to \$2/hour (union proposal is \$3)
- Agreed to extra shift differential of \$125 for all staff

Our committee and members rejected management’s proposal and spoke loud and clear about the lack of respect management’s proposal represents.

“Management is out of touch with the industry and California healthcare workers. We know what other hospitals are making and we are the lowest paid. Two days ago we had one RT for the whole hospital. The bottom line is that patient care suffers, we won’t work like this anymore.” said Mike Haig, RT.

Kathy Doan, Echo Tech, said, “I’ve been here 18 years. I’ve never missed a day of work. We put a lot of time and effort and we make contributions to provide the best care to patients at WAMC. You need to think of us as human beings. We all have to pay the increasing costs for groceries, gas and housing.”



Jeannie with Mayoral Candidate for City of Anaheim, Ashleigh Aitken

“Shame on you”, said Jeannie Waite, LVN, “for being disrespectful. We work together as a team and we want to stay and take care of our community and patients. We will fight for what is right.”



## COST OF LIVING DATA

4.6% increase in cost of living in Orange County ... how far does 2% get you?

**NEXT STEPS: The Bargaining Team will be meeting to discuss a date for an Informational Picket vote. Stay tuned!**

For more information, please contact NUHW Organizer Isacc Ramirez Perez at (626)391-8224 or iramirezperez@nuhw.org

# WAGE PROPOSALS: UNION VS. MANAGEMENT

JOB CLASS	EFFECTIVE DATE	START RATE	5 YR RATE	10 YR RATE	15 YR RATE
<b>CRT/RRT</b>	<b>CURRENT RATE</b>	<b>\$25.73</b>	<b>\$29.83</b>	<b>\$33.58</b>	<b>\$37.07</b>
	UNION PROPOSAL	\$35.75	\$41.44	\$48.04	\$50.50
	WAMC PROPOSAL	\$26.24	\$30.43	\$34.25	\$37.81
<b>CT TECH</b>	<b>CURRENT RATE</b>	<b>\$29.17</b>	<b>\$33.82</b>	<b>\$37.15</b>	<b>\$39.04</b>
	UNION PROPOSAL	\$40.21	\$46.62	\$54.04	\$56.80
	WAMC PROPOSAL	\$29.75	\$34.50	\$37.89	\$39.82
<b>ECHO TECH</b>	<b>CURRENT RATE</b>	<b>\$25.67</b>	<b>\$29.05</b>	<b>\$32.70</b>	<b>\$35.22</b>
	UNION PROPOSAL	\$34.73	\$40.26	\$46.67	\$49.06
	WAMC PROPOSAL	\$26.18	\$29.63	\$33.35	\$35.92
<b>EKG TECH</b>	<b>CURRENT RATE</b>	<b>\$19.84</b>	<b>\$24.12</b>	<b>\$28.95</b>	<b>\$33.31</b>
	UNION PROPOSAL	\$23.49	\$27.23	\$31.57	\$36.62
	WAMC PROPOSAL	\$20.24	\$24.60	\$29.53	\$33.98
<b>LVN-12 HR</b>	<b>CURRENT RATE</b>	<b>\$19.21</b>	<b>\$22.27</b>	<b>\$26.32</b>	<b>\$30.52</b>
	UNION PROPOSAL	\$25.48	\$29.54	\$34.25	\$36.00
	WAMC PROPOSAL	\$19.59	\$22.72	\$26.85	\$31.13
<b>MRI TECH</b>	<b>CURRENT RATE</b>	<b>\$24.51</b>	<b>\$28.41</b>	<b>\$31.20</b>	<b>\$33.61</b>
	UNION PROPOSAL	\$40.56	\$47.02	\$54.51	\$57.30
	WAMC PROPOSAL	\$25.00	\$28.98	\$31.82	\$34.28
<b>NUCLEAR MEDICINE TECH</b>	<b>CURRENT RATE</b>	<b>\$31.51</b>	<b>\$36.53</b>	<b>\$43.17</b>	<b>\$47.66</b>
	UNION PROPOSAL	\$45.52	\$52.78	\$61.18	\$64.30
	WAMC PROPOSAL	\$32.14	\$37.26	\$44.03	\$48.61
<b>OR TECH 8-HR</b>	<b>CURRENT RATE</b>	<b>\$17.37</b>	<b>\$19.71</b>	<b>\$22.79</b>	<b>\$25.84</b>
	UNION PROPOSAL	\$24.23	\$28.09	\$32.56	\$34.23
	WAMC PROPOSAL	\$17.72	\$20.10	\$23.25	\$26.36
<b>Radiology Tech I</b>	<b>CURRENT RATE</b>	<b>\$23.34</b>	<b>\$27.06</b>	<b>\$29.72</b>	<b>\$25.84</b>
	UNION PROPOSAL	\$30.99	\$35.94	\$41.66	\$43.79
	WAMC PROPOSAL	\$23.81	\$27.60	\$30.31	\$31.85
<b>Radiology Tech II</b>	<b>CURRENT RATE</b>	<b>\$25.67</b>	<b>\$29.76</b>	<b>\$32.69</b>	<b>\$34.36</b>
	UNION PROPOSAL	\$34.09	\$39.51	\$45.81	\$48.15
	WAMC PROPOSAL	\$26.18	\$30.36	\$33.34	\$35.05
<b>Radiology Tech III</b>	<b>CURRENT RATE</b>	<b>\$26.84</b>	<b>\$31.12</b>	<b>\$35.02</b>	<b>\$38.67</b>
	UNION PROPOSAL	\$35.79	\$41.50	\$48.11	\$50.57
	WAMC PROPOSAL	\$27.38	\$31.74	\$35.72	\$39.44
<b>ULTRASOUND TECHNIAN I</b>	<b>CURRENT RATE</b>	<b>\$25.67</b>	<b>\$29.76</b>	<b>\$34.50</b>	<b>\$36.62</b>
	UNION PROPOSAL	\$41.82	\$48.47	\$56.19	\$59.05
	WAMC PROPOSAL	\$26.18	\$30.36	\$35.19	\$37.35
<b>VASCULAR TECH</b>	<b>CURRENT RATE</b>	<b>\$37.03</b>	<b>\$42.02</b>	<b>\$47.83</b>	<b>\$52.81</b>
	UNION PROPOSAL	\$51.19	\$56.51	\$63.78	\$67.03
	WAMC PROPOSAL	\$37.77	\$42.86	\$48.79	\$53.87