

# NOT ENOUGH!

## Bargaining team urges YES vote to begin informational picketing

In bargaining on Monday, October 25, management proposed to increase our wages by only an additional 2 percent over three years.

It's time for action!

Management's first proposal: October 18	Management's latest proposal: October 25
2 percent in year 1	3 percent in year 1
2 percent in year 2	3 percent in year 2
2 percent in year 3	2 percent in year 3

Management increased the wage scale by 1 percent (see back).

Our bargaining team countered with:

- 5-9 percent in year 1
- 5-9 percent in year 2
- 5 percent min/full scale rates in year 3

Our Bargaining Team made some adjustments in our wage scale for start through Step 5 rates.

**Differentials:** Management gave counter proposals on several differentials:

- Evening Shift: \$3
- Relief Lead Differential: \$2.50
- Night Shift: \$5
- On Call: \$8
- Preceptor: \$2.50
- On Call for Cardiovascular Techs: \$9

While some progress was made on the differentials, the bread and butter issue, literally, is our ability to keep up with the cost of living and achieve wage rates that are consistent with the industry.



**Mark your calendar!**  
**Info picket vote -**  
**OCTOBER 29 & 30**

Vote YES to authorize the bargaining team to call for an information picket.

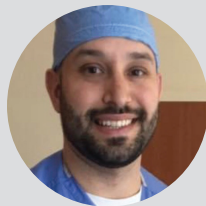
**Friday, October 29 and**  
**Saturday, October 30**

**12noon to 2:30PM and**  
**5PM to 7:30PM**

Voting will be held in the cafeteria; online voting will also be available.

*Questions? Please contact NUHW  
 Organizer Isacc Ramirez Perez at  
 iramirezperez@nuhw.org or  
 (626)391-8224.*

"My reason for leaving WAMC was the low wage I was earning. I've been offered a \$7 increase at another hospital based on the years of experience I currently have. I wouldn't mind working at WAMC if they offered the same competitive wages other hospitals are giving their employees."



— Julio Leon, Cardiovascular Tech

"One of my colleagues has been offered a position at another hospital for \$10 to \$15 an hour more than WAMC is paying them. They are now in the process of transferring."



— Nico Fanello, RT

"One of my colleagues has already left a month or two ago for a \$20 raise and another is in the process of going to another facility with a higher wage rate. We will continue to lose experienced staff if WAMC doesn't keep up with the market."



—Tim Gibbs, Ultrasound Tech

# 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 10.25.21	\$35.04	\$40.62	\$48.04	\$50.50
	WAMC PROPOSAL 10.25.21	\$26.50	\$30.72	\$34.59	\$40.21
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$39.41	\$45.68	\$54.04	\$56.80
	WAMC PROPOSAL 10.25.21	\$30.05	\$34.83	\$38.26	\$40.21
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$34.04	\$39.46	\$46.67	\$49.06
	WAMC PROPOSAL 10.25.21	\$26.44	\$29.92	\$33.68	\$36.28
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$23.02	\$26.68	\$31.57	\$36.62
	WAMC PROPOSAL 10.25.21	\$20.44	\$24.84	\$29.82	\$34.31
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$24.97	\$28.94	\$34.25	\$36.00
	WAMC PROPOSAL 10.25.21	\$19.79	\$22.94	\$27.11	\$31.44
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$39.75	\$46.08	\$54.51	\$57.30
	WAMC PROPOSAL 10.25.21	\$25.25	\$29.26	\$32.14	\$34.62
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$44.61	\$51.72	\$61.18	\$64.30
	WAMC PROPOSAL 10.25.21	\$32.46	\$37.63	\$44.47	\$49.09
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$23.75	\$27.53	\$32.56	\$34.23
	WAMC PROPOSAL 10.25.21	\$17.89	\$20.30	\$23.47	\$26.62
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$30.37	\$35.22	\$41.66	\$43.79
	WAMC PROPOSAL 10.25.21	\$24.04	\$27.87	\$30.61	\$32.17
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$33.41	\$38.73	\$45.81	\$48.15
	WAMC PROPOSAL 10.25.21	\$26.44	\$30.65	\$33.67	\$35.39
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$35.08	\$40.66	\$48.11	\$50.57
	WAMC PROPOSAL 10.25.21	\$27.65	\$32.05	\$36.07	\$39.83
	WAMC PROPOSAL 10.18.25	\$27.38	\$31.74	\$35.72	\$39.44
<b>ULTRASOUND TECHNIAN</b>	<b>CURRENT RATE</b>	<b>\$25.67</b>	<b>\$29.76</b>	<b>\$34.50</b>	<b>\$36.62</b>
	UNION PROPOSAL 10.25.21	\$40.98	\$47.50	\$56.19	\$59.05
	WAMC PROPOSAL 10.25.21	\$26.44	\$30.65	\$35.54	\$37.72
	WAMC PROPOSAL 10.18.25	\$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 10.25.21	\$50.17	\$55.38	\$63.78	\$67.03
	WAMC PROPOSAL 10.25.21	\$38.14	\$43.28	\$49.26	\$54.39
	WAMC PROPOSAL 10.18.25	\$37.77	\$42.86	\$48.79	\$53.87