

BARGAINING UPDATE

NOVEMBER 24, 2021



Pushing forward to resolve longstanding issues

During our last bargaining session, we were able to resolve several issues that had been on the table for months:

- We agreed to stay with the existing malpractice insurance and 401(k) plan offered by WellPath.
- We agreed to language to require notice in the event a new company replaces WellPath in the future.
- We agreed on language around the Labor/Management Committee. The labor/Management Committee is a group composed of workers and management that would meet as needed to discuss employee concerns and patient care in an informal setting as an alternative to filing formal grievances. This committee would not replace or deal with issues that we would normally grieve through the grievance process.
- We resolved the provision that deals with formal interactions of union representatives (both stewards and NUHW staff) and management. The Employer withdrew the very negative proposal that tried to deny us the right to speak directly to the Sheriff or members of the Board of Supervisors.

Regarding WAGES, we have agreed to the following language:

1. The shift differentials for Sonoma and Stanislaus will be the same: 3PM to 11PM hours will be at 7.5 percent (8 percent on holidays) and 11PM to 7AM will be at 17 percent (20 percent on holidays).
2. The PRN differential is: RNs: \$3.00 per hour; LVNs: \$2.00 per hour
Remaining classifications in the per diem category would be \$1.00 per hour.
3. Employees designated as "On Call" will be: NPs or PAs at \$6.92 per hour; MHPs at \$4.23 per hour
This includes a 2-hour minimum guarantee of pay for having to report to work during "on call."
4. The Certified Correctional Health Professional (CCHP) annual bonus will be \$500 for full-time employees and \$250 for part-time employees.
5. The "Field Training Program" pay is \$1.00 per hour or 3 percent, whichever is higher for the individual participating in the program.

Unresolved issues

The article with language around wages is not yet complete, but we are getting close. We have yet to come to an agreement on actual wages for a three-year agreement. We also have not come to an agreement around and some differentials.

Unresolved issues:

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| 1. Clinical Supervision pay | 5. Holidays: At a minimum, maintenance of current benefit for all employees. (The addition of two floating holidays was agreed.) | 7. Paid Education Leave and reimbursement for CEU programs |
| 2. Bilingual Differential | | 8. Scope of Agreement and No Strike language |
| 3. Overtime Bonus | | 9. Wages |
| 4. PTO benefit, cash out and carryover | 6. The Health Plan | |

Join us at our next bargaining session:

WEDNESDAY, DECEMBER 8 - 4:00PM - VIA ZOOM

Watch for a message with info to join the Zoom meeting. For more info, contact NUHW Organizers Mateo Rebecchi at (206) 218-6018 or mrebecchi@nuhw.org, or Cess Williams at (707) 685-6481 or cwilliams@nuhw.org.