

COMPASS:

Fountain Valle Regional Medical Center

Lakewood Medical Center

Los Alamitos Medical Center

PROTECT THE  
FRONT LINE



ECONOMIC JUSTICE

AFFORDABLE HEALTHCARE

SAFE WORKPLACE

NUHW

## SUMMARY OF THE ECONOMIC PROPOSAL

March 29, 2021

The last week of March, we submitted our ECONOMIC PROPOSAL (Wage & Benefits) to Compass. This proposal is the most important part of our negotiations. The proposal provides increases for the next 3 years with improvements in Wages, Medicals Insurance, and other benefits.

As healthcare workers, we deserve to be treated the same as our Tenet coworkers, with fair pay and decent benefits. During the pandemic we risked our lives but did not receive hazard pay, nor did we get any extra paid time off.

**Now it's the time to STAND UP TOGETHER  
and FIGHT for improvements!**

### SUMMARY OF THE PROPSAL

#### Differentials

- \$1.50 for 2nd shift differential
- \$3.00 for 3rd shift differential
- \$1.25 for OR differential
- \$1.25 for Cath Lab differential
- \$1.25 for Temporary Lead differential
- 5% differential if work at a higher paid classification

#### Wage scale

Please see the back for the wage scale.

## RESUMEN DEL PROPUESTA ECONÓMICA

29 de marzo 2021

En la última semana de marzo, presentamos la PROPUESTA ECONÓMICA (Salarios y Beneficios) a Compass. Esta propuesta es la parte más importante de nuestras negociaciones. La propuesta proporciona aumentos para los próximos 3 años con mejoras en Salarios, Seguro Médico, y otros beneficios.

Como trabajadores de la salud, merecemos ser tratados de la misma manera que nuestros Compañeros de trabajo en Tenet y recibir un pago justo con beneficios decentes. Durante la pandemia no recibimos pago de riesgo ni tiempo libre extra pagado.

**¡Ahora es el momento de UNIRNOS y  
LUCHAR por un Contrato Mejor!**

### RESUMEN DE LA PROPUESTA.

#### Diferenciales

- \$1.50 por diferencial de 2do turno
- \$3.00 por diferencial de 3er turno
- \$1.25 por diferencial de Quirófano
- \$1.25 por diferencial de Laboratorio de Cateterismo
- \$1.25 por diferencial de Líder Temporal
- 5% de diferencial si trabaja en una clasificación mejor pagada

#### Escala salarial

Consulte el reverso para ver la escala salarial.

## NUHW ORGANIZERS / ORGANIZADORES DE NUHW

LAKWOOD/LOS ALAMITOS: CRISTIAN MURGUIA / (619) 947-8938 / cmurguia@nuhw.org

FOUNTAIN VALLEY: LUIS VEGA / (714) 822-9308 / lvega@nuhw.org

NUHW NATIONAL UNION OF  
HEALTHCARE WORKERS

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# WAGE SCALE / ESCALA SALARIAL

**Year 1** **2021**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Lead Worker - Facilities	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Floor Tech	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Cook	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Cook - Grill	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Catering Service Worker	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Cashier/FSW	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	FSW	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Food Prep Helper	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Driver	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Patient Ambassador	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Stock Worker/Receiver	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Lead Worker - Food	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Utility Worker	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73

**Year 2** **2022**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Lead Worker - Facilities	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Floor Tech	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Cook	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Cook - Grill	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Catering Service Worker	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Cashier/FSW	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	FSW	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Food Prep Helper	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Driver	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Patient Ambassador	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Stock Worker/Receiver	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Lead Worker - Food	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Utility Worker	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64

**Year 3** **2023**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Lead Worker - Facilities	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Floor Tech	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Cook	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Cook - Grill	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Catering Service Worker	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Cashier/FSW	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	FSW	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Food Prep Helper	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Driver	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Patient Ambassador	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Stock Worker/Receiver	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Lead Worker - Food	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Utility Worker	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50

## NUHW PROPOSAL

Compass-General: Fountain Valley FNS & EVS, Lakewood FNS & EVS, Los Alamitos FNS & EVS

### ARTICLE: WAGES

22.1 ~~Employees shall receive wages as indicated in Appendix A.~~

**Effective retroactive to January 1<sup>st</sup>, 2021 All Bargaining Unit members shall be placed onto the wage scale (attached herein) or shall receive a 3% wage increase whichever is greater.**

**Placement on the wage scale shall be based upon the hire date at the facility, which is attached herein.**

**Effective January 1<sup>st</sup>, 2022: All Bargaining Unit members shall be placed onto the wage scale (attached herein) or shall receive a 3% wage increase whichever is greater.**

**Placement on the wage scale shall be based upon the hire date at the facility, which is attached herein.**

**Effective January 1<sup>st</sup>, 2023: All Bargaining Unit members shall be placed onto the wage scale (attached herein) or shall receive a 3% wage increase whichever is greater.**

**Placement on the wage scale shall be based upon the hire date at the facility, which is attached herein.**

22.2 Any employee who works in a higher classification for a minimum of two (2) hours shall receive the rate of that classification for the hours so worked, **based upon their seniority at the time they are working in that higher classification or a five 5% increase, whichever is higher.** An employee temporarily assigned to work in a lower paid classification shall retain their rate. Such work will be assigned as determined by management.

22.3 All employees shall be compensated at their regular rate of pay for any training required by the Employer. In addition, employees shall be eligible for travel reimbursement in regard to any such training.

22.4 If the Employer's payroll system permits, employees shall be paid on a weekly basis on Fridays before the end of their regular shift.

22.5 Wages shall be paid by check, deposit or electronic money order as determined by the Employer subject to applicable law.

22.6 Employees shall be paid in accordance with the Employer's payroll system. The Employer will notify the Union at least thirty (30) days before any change is made.

22.7 The Employer has the right to establish new job classification(s) and change(s) in an

existing job classification that would be appropriately within the bargaining unit. Such changes may be due to, but not limited to, changes in responsibilities and production. The Employer shall give seven (7) calendar days' notice to the Union of any changes in job classifications, which shall include the rate of pay assigned to each classification prior to offering such job classification for posting. The Employer shall meet with the Union to discuss the new or changed job classification. Nothing contained herein shall prevent the Employer from implementing such new or changed job(s). It is agreed to by the parties that the Union has the right to negotiate the effects of any significant changes in job classifications.

22.8 Effective January 1, 2021, at no time shall any hourly wage rate (new hire rate, job rate, start rate or otherwise) be less than **one hundred and thirty percent (130%)** ~~thirty cents (\$0.30)~~ above the local, state or federal minimum wage. **The attached wage scale herein represents this provision for contract years 2021 and 2022. In 2023, the wage scale inflation is 3% for the start rate of each job classification.** If the application of this provision results in wage compression between job classifications, then upon request the parties will meet and confer through the Labor-Management Committee provided for in this Agreement regarding such compression. Under no circumstances shall this provision operate or be construed to create a wage reopener or to impose upon either party a mid-term duty to bargain.

22.9 Differentials:

1. **Shift 2 (Evening) Differential: There will be a \$1.50** ~~cent (\$0.15)~~ per hour shift differential on Shift 2 **for all hours worked.**
2. **Shift 3 (Night) Differential: There will be a \$3.00** ~~cent (\$0.15)~~ per hour shift differential on Shift 3 **for all hours worked.**
3. **Temporary Lead Differential: Assignment in a lead position on a temporary basis will result in a one dollar and twenty-five cents (\$1.25) increase to the employee's rate of pay for each full hour the employee functions in that assignment. This does not apply to any individual who is working as a lead on a permanent basis.**
4. **Operating Room Differential: Any bargaining unit member assigned to clean the operating room(s) shall be paid a differential of \$1.25 per hour for the shift assigned.**
5. **Cath Lab Differential: Any bargaining unit member assigned to clean the Cath Lab shall be paid a differential of \$1.25 per hour for the shift assigned.**

**Year 1 2021**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Lead Worker - Facilities	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Floor Tech	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Cook	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Cook - Grill	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Catering Service Worker	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Cashier/FSW	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	FSW	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Food Prep Helper	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Driver	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Patient Ambassador	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Stock Worker/Receiver	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73
Compass Units	Lead Worker - Food	19.20	19.78	20.37	20.98	21.61	22.26	22.93	23.61	24.32	25.05	25.80	26.58	27.37	28.20
Compass Units	Utility Worker	18.20	18.75	19.31	19.89	20.48	21.10	21.73	22.38	23.06	23.75	24.46	25.19	25.95	26.73

**Year 2 2022**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Lead Worker - Facilities	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Floor Tech	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Cook	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Cook - Grill	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Catering Service Worker	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Cashier/FSW	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	FSW	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Food Prep Helper	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Driver	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Patient Ambassador	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Stock Worker/Receiver	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64
Compass Units	Lead Worker - Food	20.50	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10
Compass Units	Utility Worker	19.50	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64

**Year 3 2023**

Facility	Job Classification	Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years	11-12 years	13-14 years	15 years
Compass Units	EVS Attendant	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Lead Worker - Facilities	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Floor Tech	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Cook	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Cook - Grill	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Catering Service Worker	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Cashier/FSW	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	FSW	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Food Prep Helper	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Driver	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Patient Ambassador	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Stock Worker/Receiver	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50
Compass Units	Lead Worker - Food	21.12	21.75	22.40	23.07	23.77	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.10	31.01
Compass Units	Utility Worker	20.09	20.69	21.31	21.95	22.61	23.28	23.98	24.70	25.44	26.21	26.99	27.80	28.64	29.50

## NUHW PROPOSAL

Compass-General: Fountain Valley FNS & EVS, Lakewood FNS & EVS, Los Alamitos FNS & EVS

### **ARTICLE: MEDICAL INSURANCE**

#### **Medical Insurance**

The Employer shall provide to all full time and part time employees the current plans that are available as of the signing of this agreement, which include: Kaiser Bronze, Silver and Gold plans; and Blue Cross Blue Shield Bronze, Silver and Gold plans, in addition to dental, vision and life insurance benefits.

- A. The Kaiser Gold plan shall be offered to all full time and part time employees, including dependents and shall not require a monthly premium contribution by the Employee.
- B. For all other plans offered, the Employer shall provide any employee who chooses said plan, free of charge if the employee elect's coverage at the employee only coverage level.

#### **Premium Costs**

The premium contribution rates for all plans for all dependent level coverage shall not require an employee contribution of more than 20% of the total premium.

#### **Dental Benefits**

The current dental plan options shall continue to be offered at the same premium contribution rates as exist as of January 1, 2021.

#### **Vision Benefits**

The current vision plan options shall continue to be offered at the same employee premium contribution rates as exist as of January 1, 2021.

#### **Maintenance of Benefits**

For the term of this Agreement, the Employer shall not reduce any of the benefits granted to employees by this contract. The Employer shall not reduce the employee health insurance coverage benefit and will not increase employee deductibles and/or co-payments.

#### **Life Insurance**

The Employer shall continue to provide to all employees its Basic Life Insurance plan, covering up to \$10,000, free of charge to employees. Additionally, the Employer shall continue to provide to all full time and part time employees its Supplemental Life Insurance plan free of charge to employees.

#### **AD&D Insurance**

The Employer shall provide to all employees its Accidental Death and Dismemberment Insurance, at the \$50,000 level, free of charge to employees.

NUHW reserves the right to add, amend, change, delete or modify any and all of its proposals