



Contract Bargaining

Union Member Update

How Seriously Is Guardian Taking Negotiations? See For Yourself!

Compare our proposals and Guardian's as of Aug. 4. And JOIN US in negotiations this Monday, 9am (link below).

Union Proposals	Employer Proposals																																																									
Safe Staffing Ratios	REJECTED																																																									
Wages that Transform our Industry Living wages walking in the door: <table><tr><td></td><td>7/1/22</td><td>7/1/23</td></tr><tr><td>CNA's</td><td>\$19.00</td><td>\$20.00</td></tr><tr><td>LPN's</td><td>\$25.00</td><td>\$28.00</td></tr><tr><td>All others</td><td>\$15.00</td><td>\$16.00</td></tr><tr><td>Cooks</td><td>\$17.00</td><td>\$18.00</td></tr></table> Across-the-board increases (years of service or experience): <table><tr><td></td><td>7/1/22</td><td>7/1/23</td></tr><tr><td>0-5</td><td>\$1.00</td><td>\$1.00</td></tr><tr><td>6-10</td><td>\$1.50</td><td>\$1.50</td></tr><tr><td>11-15</td><td>\$1.75</td><td>\$1.75</td></tr><tr><td>16-20</td><td>\$2.00</td><td>\$2.00</td></tr><tr><td>21-25</td><td>\$2.25</td><td>\$2.25</td></tr><tr><td>26+</td><td>\$2.50</td><td>\$2.50</td></tr></table> Shift Differentials increase 2.00 per hour Covid Pay during outbreak \$3.00 per hour and paid while sick or quarantining related to covid.		7/1/22	7/1/23	CNA's	\$19.00	\$20.00	LPN's	\$25.00	\$28.00	All others	\$15.00	\$16.00	Cooks	\$17.00	\$18.00		7/1/22	7/1/23	0-5	\$1.00	\$1.00	6-10	\$1.50	\$1.50	11-15	\$1.75	\$1.75	16-20	\$2.00	\$2.00	21-25	\$2.25	\$2.25	26+	\$2.50	\$2.50	Average of 5% on current Experience scales depending on where your home is located effective 1/1/23. Across-the-board years of service only: <table><tr><td></td><td>7/1/22 (Pd when ARP \$ rcvd)</td><td>7/1/23</td></tr><tr><td>0-5</td><td>\$.50</td><td>\$.50</td></tr><tr><td>6-10</td><td>\$.75</td><td>\$.75</td></tr><tr><td>11-15</td><td>\$1.00</td><td>\$1.00</td></tr><tr><td>16-20</td><td>\$1.25</td><td>\$1.25</td></tr><tr><td>21-25</td><td>\$1.50</td><td>\$1.50</td></tr><tr><td>26+</td><td>\$1.75</td><td>\$1.75</td></tr></table> REJECTED REJECTED		7/1/22 (Pd when ARP \$ rcvd)	7/1/23	0-5	\$.50	\$.50	6-10	\$.75	\$.75	11-15	\$1.00	\$1.00	16-20	\$1.25	\$1.25	21-25	\$1.50	\$1.50	26+	\$1.75	\$1.75
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Employer Paid Healthcare (Union Health fund) Single coverage – 100% employer paid Parent & Child(ren) – 90% employer paid Family 80% employer pay + employer contribution to Flex accounts	REJECTED improvements* *At Nanticoke, offer parent/child coverage that matches other homes.																																																									
Contract Protection (“Successorship language”) in the event our home is sold.	REJECTED																																																									
Vacation Improvements	REJECTED																																																									
Agency Accountability	REJECTED Continuing to await requested information on usage both in-house and outside agency.																																																									
Training and Upgrading Fund improvements	In discussion.																																																									
Protections for nonunion workers at our home or other homes who wish to join the union, including TNAs and Causals.	REJECTED																																																									

While we have several tentative agreements, we continue to be very far apart on our core issues. Join us for bargaining on Zoom **Monday anytime after 9am** and then again at a virtual meeting with workers at all 38 homes on **Wednesday, August 10** (watch for the invitation!)

NEXT BARGAINING SESSION: Monday, Aug. 8 - 9am
Link: bit.ly/mon-8-8 Passcode: 264506



SEIUHealthcare.
 United for Quality Care

For more information, contact your organizer or the union leader in your building.