

UNAC CONTRACTS TREAT NON-NURSES LIKE SECOND-CLASS CITIZENS

UNAC pharmacists have lower stand-by pay and per diem differentials than nurses.
The pharmacists' wage scale increases by only 3 percent over their first 15 years.
For nurses, pay increases by 39 percent over their 15 years.

UNAC and KP Therapists (10/1/15-9/30/18)

- a. Page 94 – New Recreation Therapists Wage Grid
 - i. New hires receive 60% of the Oct. 1, 2013 wage grid

APPENDIX D

NEW RECREATION THERAPISTS WAGE GRID

The Parties agree to establish a new wage grid for Recreation Therapists effective date of ratification of this Agreement. The new grid shall be at sixty percent (60%) of the October 1, 2013 Recreation Therapists wage grid. All bargaining unit Recreation Therapists employed as of the ratification date of this Agreement shall be grandfathered on the existing wage grid, and shall be entitled to receive all future across-the-board wages increases and step movement, as applicable (RTs employed as of ratification date are: Michelle Metzler, Sandra Chun, Jean Tom, George Plick, Gary Scimeca and Linnea Thomson).

UNAC Optometrists get an extra 95 cents per hour for working evenings and \$1.30 for working nights.
UNAC nurses get an extra \$2.75 per hour for evenings and \$4.50 per hour for nights.

In 2014, UNAC negotiated its first contract for Kaiser Recreational Therapists.
It agreed to a wage scale that cut pay for new workers by 40 percent and forced them
to join the inferior UNAC performance bonus plan.



Sign the petition at wearenuhw.org

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IN THE UNION WE'VE BUILT TOGETHER**