

2020-2022 Union Contract Tentative Agreement Summary

HealthRIGHT 360

Statewide Minimum Wage Lifted to \$18/hr, 6% Across the Board Base Wage Increase Over Two Years, Adds Juneteenth Paid Holiday, Adds Just Cause Disciplinary Procedure

We did it! After months of contract negotiations with HealthRIGHT 360 management, we've reached a Tentative Agreement on a two-year contract that boosts minimum wages, includes raises, adds a Just Cause disciplinary procedure and so much more. This historic first union TA is proof of what can happen when we stand together in solidarity. Cast your vote to make your voice heard!



Your HealthRIGHT 360 bargaining team recommends a YES vote.

Tentative Agreement Overview

Compensation:

- A statewide minimum wage of \$18/hour, which represents raises of up to 20% for some workers, and impacts over 15% of workers
- 3% base rate increase for everyone else, retroactive to July 1, 2021,
- An additional 3% across the board base rate increase effective July 1, 2022.
- If joint political work with SEIU and HR360 succeeds in increasing HR360's contract funding, money gets passed on to workers.
- Fixing bilingual pay so it's transparent, ongoing, and portable.

Holidays & PTO:

- Adding Juneteenth as an additional paid holiday for everyone.
- Double time pay for working on holidays.
- Fixing PTO accrual so people accrue PTO while they are on PTO and on admin leave.
- An extra day of PTO for everyone with less than 2 years of service.
- 10 unpaid days off per year

Job Security:

- All represented workers have a right to representation in investigatory/disciplinary meetings
 - HR 360 must use Just Cause standards for discipline; employees are no longer "at will."

- Limits on the use of admin leave during disciplinary investigations.
 - Layoff protections—notice to the union, the right to bargain over the effects, layoff by seniority, right to transfer within the agency.

Strong Union:

- Establish statewide and regional Labor-Management Committees where we can work together to discuss and resolve workplace issues with management
 - Grievance procedures to enforce the protections of our union contract.
 - Binding Arbitration to ensure independent third-party decision-making on big cases.
 - Union Security protections for a strong union that includes everyone.
 - Union leave to help build a strong union.

Career Advancement:

- Preference for internal candidates for vacant positions.
 - Tuition benefit of \$250 for all staff needing CEUs/CMEs, with extra ed leave and tuition benefits for clinic staff.
 - Classification review to reduce the number of classifications with the goal of clarifying promotional career ladders and to establish pay steps for longevity.

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Northern California Voting Schedule

Ratification Vote August 2 - 12

Tune in for the Vote Count on Friday, August 13 from 12 pm - 3 p.m.

Zoom link: bit.ly/HR360VoteCount2020

Call in: (669) 900-6833

Meeting ID#: 825 4393 1110

Monday 8/2	Tuesday 8/3	Wednesday 8/4	Thursday 8/5	Friday 8/6
1563 Mission (SF): 10am to 1:30pm	890 Hayes (SF): 7am to 10am	Return to in person meeting w/ mtg (Zoom): 11am to 12pm	Solano County: 827 Missouri St, Suite 2, Fairfield: 9am to 10am Contra Costa County: 5119 Lone Tree Way, Antioch 11:30am to 12:30pm	San Mateo County: 3701 Hacienda Street, San Mateo: 7am to 10am
815 Buena Vista (SF): 2:30pm to 4:30pm		Treasure Island (SF): 1202 Mariner: 2:30pm to 3:30pm	Site 16 (SF): 2:30pm to 4pm	
Monday 8/9	Tuesday 8/10	Wednesday 8/11	Thursday 8/12	Friday 8/13
Alameda County: 33440 Alvarado Niles Rd, Union City: 9:30am to 10:30am	SVIP: 150 Executive Park Drive (SF): 10:30am to 11:30am San Mateo County: 2015 Pioneer Court, San Mateo 12pm to 2pm	1464 Carroll (SF): 7am to 9am 890 Hayes (SF): 9:30am to 11am 1563 Mission (SF): 11:30 to 3pm		Vote Count at 12pm!! Zoom Meeting ID: 825 4393 1110
Santa Clara County: 1340 Tully Rd. Suite 304, San Jose: 1pm to 3pm	San Mateo County: 900 Laurel Ave, San Mateo 2:45 to 3:30pm	1735 Mission (SF): 3:30pm to 5pm		