

SEIU-UHW and Dignity/Common Spirit

Tentative Agreement Summary



Your bargaining team recommends a “yes” vote on this tentative agreement summary for a proposed four-year agreement.

Any areas of our contract not listed below will remain unchanged from our current agreement

NO TAKEAWAYS	We did not concede anything in these negotiations.
TERM	This is a four year agreement that expires April 30, 2027.
WAGE INCREASES (ACROSS THE BOARD)	<ul style="list-style-type: none">• 5% (second full pay period after ratification)• 4% April 2024 (first full pay period)• 4% April 2025 (first full pay period)• 5% April 2026 (first full pay period)
MINIMUM WAGE	\$21/hr for all employees starting April 2024 (second pay period)
BENEFITS	<ul style="list-style-type: none">• Medical: Maintain fully paid family healthcare for all full-time and part-time employees.• Pension: Mercy McMahon Terrace will be added to our pension plan. (effective 1/1/2024)• Holiday: MLK Holiday added with options for clinics that would otherwise close: North state, clinics, Woodland, MMG, Mark Twain, Bakersfield, Ventura)• Standby Pay: 100% increase in minimum rate to \$9.00/hr (previously \$4.50/hr). If an employee is receiving a higher rate they keep the higher rate. (effective 1/1/2024)• Education Fund: \$2M increase over the life of the contract.• Futuro Health: \$1M in investments over four years.• Paid Time Off: Guaranteed options for clinic closures or holidays and no changes in rates for newly unionized units.• There is now a process for security officers to join UHW
TWO NEW TASKFORCES	<ul style="list-style-type: none">• Statewide Joint Committee on Mental Wellness: Creation of a new committee (five representatives from each side) with immediate crisis response designees for each facility to explore existing resources, identify gaps, and jointly recommend solutions to provide better mental, emotional, and spiritual support for our members.• Partnership for Internal Workforce Development: Creation of a new committee (five representatives from each side) to examine barriers and propose solutions to hiring practices with a focus on improving opportunities for internal advancement.