

## Our wages are better than those of UC workers

For the vast majority of NUHW workers, our wages are higher than those of our UC union counterparts.

There are a small minority of classifications whose wages are higher at UCSF.

In either case, after factoring in the cost of UC union benefits, NUHW members' overall take-home pay is much higher.

### NUHW members' wages are higher

The average **starting wage** of NUHW members is \$3.67 higher than the average starting wage of workers in the three UC unions. The average **maximum wage** of NUHW members is \$2.53 higher.

### NUHW members' average take-home pay is much higher

Members in the UC unions pay **\$2,000 to \$4,200** a year for their healthcare plan and have a mandatory 9 percent employee retirement contribution, making their take-home pay far lower than that of NUHW members.

### NUHW members move up the wage scale faster

It takes UC union members almost **5.5 years** longer to reach the maximum wage.

UC Unions	Avg. Start Wage	Avg. Max Wage	Avg. Max Years to Max Wage
Teamsters (BOC)	\$28.92	\$41.44	17.06
UPTE (Pros)	\$49.29	\$66.95	14.76
AFSCME (S + T)	\$40.18	\$50.77	13.00
Non-Represented	\$34.53	\$73.50	N/A
<b>Grand Average</b>	<b>\$38.84</b>	<b>\$53.95</b>	<b>14.89</b>

NUHW CHO Unit	Avg. Start Wage	Avg. Max Wage	Avg. Max Years to Max Wage
BOC	\$32.19	\$45.93	10.00
Pros (Non-Pharm)	\$50.33	\$72.98	9.81
Pros (Pharm)	\$104.08	\$109.11	12.67
S+T (Non-Technical)	\$34.15	\$38.55	5.90
S+T (Technical)	\$47.09	\$56.40	9.89
<b>Grand Average</b>	<b>\$42.52</b>	<b>\$56.49</b>	<b>9.45</b>

NUHW Grand Avg. Start Wage Greater By:	NUHW Grand Ave. Max Wage Greater By:	UC Grand Avg. Years to Max Wage Greater By:
<b>\$3.67</b>	<b>\$2.53</b>	<b>5.45 years</b>

### A few examples . . .

NUHW Job Title	NUHW wage per average years of service	UCSF Matching Job title	UCSF wage per average years of service
Clinical Social Worker 3 EX	\$68.24	Clinical Social Worker 3	\$51.01
Housekeeping Aide	\$34.11	Medical Center Custodian	\$28.27
LVN-IV Certified	\$48.53	Vocational Nurse	\$47.56
Medical Social Worker 3 EX	\$68.24	Clinical Social Worker 3	\$51.01
Office Associate	\$42.64	Blank Assistant 1	\$29.84
Pharmacist 2 NEX	\$108.49	Staff Pharmacist 1	\$102.49

### THE NUHW DIFFERENCE

	NUHW wage difference	NUHW percentage difference
Clinical Social Worker 3 EX	↑ \$17.23	↑ 33.78%
Housekeeping Aide	↑ \$5.84	↑ 20.66%
LVN-IV Certified	↑ \$0.97	↑ 2.03%
Medical Social Worker 3 EX	↑ \$17.23	↑ 33.78%
Office Associate	↑ \$12.80	↑ 42.89%
Pharmacist 2 NEX	↑ \$6.00	↑ 5.85%

**PROTECT OUR GAINS, PRESERVE OUR POWER!**

### Membership Meeting

Join us for a general membership meeting to discuss next steps:

**Thursday, February 13**  
**Meetings at**  
**Noon and 6 p.m.**

**NUHW Office**  
**1250 45th St., Suite 200**  
**Emeryville**

Those who cannot attend in person can use one of these Zoom links:

**Noon meeting:**  
[tinyurl.com/ksu3z4jz](https://tinyurl.com/ksu3z4jz)

**6 p.m. meeting:**  
[tinyurl.com/5n8rnw44](https://tinyurl.com/5n8rnw44)

For more information, contact your steward or NUHW Organizers Jake Doolittle and Beverly Griffith:  
[jdoolittle@nuhw.org](mailto:jdoolittle@nuhw.org), (203) 430-6688 • [bgriffith@nuhw.org](mailto:bgriffith@nuhw.org), (510) 978-7454