What is Management NOT Telling Us About Their Wage Proposal?

- They’re not telling us that their proposed wage scale is less than their current wage scale.
- They’re not telling us that even if we move up a step on their new scale, that’s still less than we would have moved up on the current scale, even if it happens now as opposed to our anniversary date.
- They’re not telling us that they think Unity nurses only deserve a 1.25 percent across the board annual raise.
- They’re not telling us that nurses hired after the contract is done would be stuck at that lower scale with NO initial step bump-up.

However they try and repackage and reframe their proposal, a lower pay scale than the current scale is a pay cut.

Unity’s spokesperson herself agreed that nurses would lose money over time under their proposal, especially future new hires. Changing the date for some nurses on when they would move up a step doesn’t change the fact that the whole scale is lower.

We believe we have an obligation to stand firm for fair wages for all nurses, not just current nurses but also future nurses. Why should all future nurses hired after this contract is done be stuck at a lower scale than all other Legacy nurses? We are working to make Unity a place that nurses want to work at and stick around.

You can compare management’s and our team’s two wage proposals in our last newsletter here.

Bargaining Continues

Article 8 – Hours of Work

Our team reiterated nurses’ priority to be able to combine meals and breaks and made clarifications on our proposal for late starts and minimum shift pay for voluntary versus mandatory meetings and trainings.

Management didn’t address these issues, but they made a counter proposal regarding weekend work coverage. While they came with new ideas, they continue to disregard nurses’ simple request that we should be able to take a few weekends off throughout the year if the need arises without having to find our own coverage.

Nurses are not shirking our responsibilities to staff a 24/7 facility, but merely need a relief valve to be able to schedule planned down time on some weekends without having to scramble to find coverage. Unity can make this happen, they just don’t want to and won’t even meet us halfway.

Article 2 – ONA Staff Access to Unity Center

Our bargaining team proposed that our ONA staff have access to the unsecure portions of the facility just like any other
Bargaining Continues  (continued from page 1)

member of the public. This was in response to management’s proposal last week that would increasingly limit and curtail nurses’ access to their ONA staff representatives. Our team also reiterated the importance of having designated time for orienting new nurses to their contract and union. We are awaiting a response from management on these proposals.

PLEDGE TO TAKE ACTION NOW!

We are gathering commitments to join an informational picket if our bargaining team calls for it to show Unity we’re united to win a contract that provides nurses what they need to give quality patient care.

We are committed and unified to achieving standards in our collective bargaining contract that ensures a safe environment for patients and staff, gains a real voice in decision making, secures fair representation for nurses, and provides for trauma informed patient centered care. After a year of negotiations it’s time for Unity to bargain in good faith to achieve the same.

TALK TO A BARGAINING TEAM MEMBER TO SIGN YOUR PLEDGE!

INFORMATIONAL PICKET FAQS:

♦ **What is an informational picket?** Picketing is a demonstration in which workers congregate outside a place of employment to bring public awareness to nurse issues. It is not a strike.

♦ **Why informational picket?** Nurses will have to show up and demonstrate how much they care about their issues for management to take nurses seriously and to inform the community about what we are trying to achieve in negotiations. Picketing may either cause management to give us a better deal, or at the very least get them back to the table to negotiate.

♦ **When will we do an informational picket?** We don’t know yet. Our bargaining team will decide if an informational picket is necessary if Unity continues to refuse to do the right thing for nurses and patients. We will provide the hospital with 10 days’ notice prior to doing an informational picket.

♦ **What does a successful picket look like?** As with all collective actions we take together, the more of us that participate the more successful we will be. A successful informational picket requires at least a supermajority of us participating. You and your co-workers will need to ask your fellow nurses to show up to the picket.

♦ **Can I get in trouble for joining the picket line?** You are protected by labor law to take collective action with your coworkers — as a union we all have each other’s backs.

♦ **Can I just join the information picket when it happens without signing a pledge card?** Getting a good contract depends on our ability to prove to our employer and ourselves that we have the numbers to pull this off if it becomes necessary, we’ll only call for a picket if we can count on folks committing to participate.

♦ **Is it a good idea to hold a gathering like this during COVID-19?** As frontline nurses, our union is committed to upholding COVID-19 safety precautions during this action to maintain everyone’s safety — masks and social distancing will be required. We are confident that we can maintain safety measures while making our voices heard on these important issues.