



ICU Nurses participating in Button Day!

Local 5142 Negotiation Update

Negotiations on September 19th remained extremely contentious. The hospital continues to reject our key proposals around union security, protecting our rights as Union members and wages. We proposed across the board percent raises. The hospital is proposing merit based raises tied to our performance evaluation as well as proposals that take away our basic Union Rights and will weaken our union.

SALEM:

- **REJECTED our Union Security proposal.** On September 14th it was six years since we voted YES to organize our Union with HPAE. For six years Salem has fought HPAE and the National Labor Relations Board refusing to recognize our Union. NOW they are trying to divide us as Union members by proposing that not every Union nurse has to be a Union member in order to work at Salem Hospital. **This means you could be working next to someone who doesn't pay Union dues, but will receive the same benefits, wages and Union protection without paying their fair share.** This weakens our collective power as a Union, and most of all it is divisive.
- **PROPOSED a "Zipper Clause."** Their zipper clause proposal prohibits us from demanding to bargain with them over changes they may want to make to your working conditions, benefits and wages. **As Union members we have the right to demand to bargain over unilateral changes made to our working conditions, benefits and wages.** These are called "mandatory subjects of bargaining," and can include anything from a proposed change in uniforms to the operating hours of the hospitals cafeteria. Salem is proposing to take this right away from us.
- **PROPOSED a "Management Rights" clause that works with the "Zipper Clause" to further restrict your rights.** "Management Rights" clauses are common clauses that state the basic rights of management to operate the hospital. But Salem's proposal **takes this way too far** by expanding their power beyond what is reasonable and **restricting the rights of an arbitrator to rule in our favor when management abuses their own rights.**
- **PROPOSED "No Strike/No Lockout" language that would restrict our rights to challenge a discipline for participating in a union activity.** No Strike/No Lockout articles are common in Union contracts and restrict both us and the hospital from initiating a work stoppage **during the life of the contract.** However, the hospital's proposal allows them to discipline **you** for a violation of this article **without the benefit of the grievance and arbitration process.** It is critical that you have a right to fight all proposed disciplines imposed by the hospital through the grievance and arbitration process.

IT'S TIME FOR ALL OF US TO SHOW OUR SOLIDARITY AS UNION MEMBERS AND FIGHT BACK FOR A FAIR CONTRACT. JOIN US ON OCTOBER 13th at 6:15am AT THE GAZEBO TO SHOW OUR SOLIDARITY AND HAND OUT ADDITIONAL INFORMATION.