

We formed our union at our community hospital in 2003 to ensure a professional voice for nurses in the decisions affecting our patients, our practice and our jobs. Since then we have become part of an expanding health system that has moved decision-making from our shore community to corporate offices far from our homes. Still, our union has won significant gains over that time.

These were all fought for and won by RNs in our union. But these standards are under attack, and we find ourselves in uncharted territory working past the expiration of our contract. Our union standards are a roadblock for HMH's corporate model of healthcare. Our contract constrains their ability to lower the bar at will.

As they attack our benefits and work rules, HMH has begun trying to manipulate and divide our membership. Management, and a few of their followers, have begun deceiving and brow-beating nurses into signing a petition to disband our union. Just like the substandard benefits in Team HMH "harmonization", this ploy to undermine our union and our contract negotiations is illegal. Some of you may have signed this petition not understanding it will lead to lower wages and benefits and no job protection. This petition has resulted in a formal election to decertify our union.

Don't be fooled: Don't sign the petition! Do demand your signature back if you signed. Do stand in unity with the RNs that back each other up for the good of SOMC patient care. If you want to stick with our Union for a fair contract and safe staffing, fill out the form on the right and give it to one of our union reps or fax to 773-774-9447.

I say YES, I want to continue to be represented by my union, Health Professionals and Allied Employees, Local 5138, and support our fight for a fair contract and safe staffing. I revoke my signature on and support for any petition or effort to decertify my union.

Print Name

Signature

Cell Phone

Personal Email

Date

Barbara Bosch *Susan B. Kaszuba* *Karen Ann Daly* *Anna Pona*

Barbara Bosch
Oncology

Sue Kaszuba
3 Med-Surg

Karen Daly
PACU

Anna Pona
Invasive Cardiology



Let's Not Allow HMH Corporate To Lead Us Backwards

WHEN SOMC NURSES HAD NO UNION

Poor Wages—Top Rate for RN's \$32.00, No wage scale for experience
No Differentials—Recognition and support for our professional credentials
Differentials for Bachelors degree and National Certifications didn't exist
Low Tuition reimbursement—Only \$2000/year
Floating Anywhere—and no float differentials.
No Protections Against unjust disciplines—At-Will employees. Nurses can be fired at anytime without due process.
No Voice on the job—Nurses have no legal say in any policies (staffing, floating, scheduling, etc.), working conditions, wages, or benefits.
Chronic Short Staffing—No enforceable voice in staffing decisions.
Regular Flexing without Compensation
Per Diem inconsistent, arbitrary and capricious scheduling practices

To Be Determined

HMH's Initial Proposals-2018, Their Goal of Roll-Backs

Our Union has held off many of these proposals

Health Insurance – Major Cost Increases; Changed Provider Network.
Overtime – Eliminate OT accrual and pay for PTO, conference days, CARE days, etc.
Differentials (shift, BSN, certifications, etc.) not paid for PTO, CARE, conference days, etc.
Weekends – Eliminate Extra Weekend 1.5x incentive; also require members to work more than every other weekend at the manager's will
PTO – Drastically lower the amount you can carry over to 80 hours for FT members; Eliminate payout of unused time; Eliminate extra day for members with 20, 25 and 30 years
Summer Coverage – No longer able to use PDs to cover your additional summer vacation
Per Diems – Meet requirements before covering for PTO, extend probation to 180 days
Layoff – Eliminate HMH-sponsored insurance for 6 months, cap severance pay at 8 weeks; HMH would no longer need to provide economic or patient care justification
Holidays – Start/end at midnight, night shift would only get holiday pay for part of shift; Eliminate lower holiday requirement for nurses with 30+ years
Disciplines – Keep Level I (written warning) disciplines in your personnel file forever; **Aggressive discipline** for call-outs and lateness (5 min. late would be an occurrence)

2003-2017

SOMC ACCOMPLISHMENTS WITH A UNION

Regular Wage Increases—Equitable wage scale that recognizes experience, raising the top of the scale from \$32/hr to nearly \$50/hr.
Education Differentials & Certification Pay—Differentials for Bachelors degree of \$1.50 and National Certifications \$1.00-\$2.00
Tuition Reimbursement—Raised from \$2000 to \$5000 per year
Floating Regulations and Pay—Introduced floating districts and rules for who floats when, including establishing a float differential of \$5-\$8/hr
Protections from unjust disciplines—including reductions and removals of disciplines retaining good nurses
Voice on the job—Nurses have a say in staffing levels, Labor-Management, Health & Safety & Staffing Committees and the ability to bargain over any changes to policy or practice that impact RNs
Staffing Increases—Established staffing grids and short staffing forms, including enforceable contract language that triggers increased staff
Rules and Pay for Flexing—including 2 hours pay if a nurse is sent home

2017-2018

