



We Win for Everyone as We Build A Union Voice for All

Every day we grow more powerful. As we prepare to file for our Union election, it's going to take everyone doing their part to win. United, our power is unbeatable.

What can we do to help win our Union Voice?

We can build our Union! Sign on at <https://bit.ly/HPAEUnionYes> The more people power we build, the better everyone's chances at making improvements for all. Ask any HPAE Organizing Committee Member or reach out to our Organizer, Suzanne Collado at (732) 655-8826 to sign your support and help your coworkers by joining the HPAE Organizing Committee. Together, we can build our Union!

What will winning our Union do?

A union is the collective voice of coworkers advocating for improvements to wages, benefits, and working conditions. If you want to see improvements and have a say, then you want a Union. When we win our Union, management must, by law, bargain with us on these topics and cannot make changes without our agreement.

Is organizing safe?

Yes! Organizing our Union is our federally protected right under the NLRA. Remember to follow protocols and policies as we normally do.

What are dues?

All organizations need funding to run. Dues only begin after we win our union and vote to accept our first contract. The HPAE dues rate is 1.25% of wages so those who make more or work more contribute a little more, but all members contribute at the same rate.

What if my manager talks with me or my coworkers about the Union?

Management cannot interfere in organizing by law. If management asks you about your thoughts on forming a union, you do not have to respond. Standing up for our right to organize is protected under federal law. Be respectful and professional. If you believe a manager crossed the legal line by threatening, coercing, retaliating or surveilling you- report it to someone in the union. **Remember, management has no vote in the union election. So, ask yourself, "why do they care so much?"**



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It's important to keep in mind that management sometimes uses money to divide us. Everyone deserves a voice, a living wage, respect on the job, and a safe working environment. We are stronger when we are united.

Why does the recent NLRB, the National Labor Relations Board, decision about Unfair Labor Practices against HPAE Members matter to those not yet in the Union?

The members of HPAE won a legal victory that clearly states HMH must stop breaking the law and respect our union. This matters to those not yet in the union because we are protected under the same law. It's simple, All workers, with or without a union are protected under that law in organizing and collective action. This is a win for everyone.

We heard we are getting a 1.5% increase, why organize if we get everything the nurses get?

HPAE won wage increases of 1.5% for members in bargaining last week and non-members are seeing signs that they too may receive the increase. **The only people who know for sure they are getting the increase are the HPAE Union Members because they have a signed agreement they can enforce.** If non-union coworkers get that increase, it is a victory for our Union. Ask yourself, HPAE members hadn't won it, would we see that promise of increased pay?

What about the promise of a \$15 minimum wage? Why should we organize if they are giving us more money?

Fighting for all HMH employees to have a minimum of \$15 was huge for our members! We represent more than nurses within the HMH system, including members in EVS, Dietary, Transport and others. We won in our last contract, a minimum of \$15 for all members a year before HMH announced its plans to follow our lead. When the union wins, we all win. But imagine how much more we could win, if we were all union? Let's not stop at the minimum.

Build each other up. Through our Unity we Win. Sign On at <https://bit.ly/HPAEUnionYes>



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