



HAPPY ONE YEAR NUHW MEMBERS!

A year ago a super majority of us took control of our future and voted to form a union with NUHW!

And after nine months of bargaining, we've accomplished so much:

JUST CAUSE FOR ANY DISCIPLINE THROUGH PROGRESSIVE DISCIPLINE: You cannot be disciplined without just cause and agreed upon process.

GRIEVANCE PROCESS AND REPRESENTATION: Members will have the right to appeal discipline and enforce the contract.

SENIORITY RIGHTS: Your time here will count on job promotions, transfers, and layoffs.

PATIENT CARE COMMITTEE: We have a voice in patient care and will meet with management on regular basis to resolve issues.

JOB PROTECTION: If Tenet sells our hospital, our jobs will be protected and so will our union contract.

GUARANTEED WAGE INCREASES: Annual guaranteed increases you can count on—not based on management's discretion.

FIRST TIME EVER WAGES INCREASES FOR PER DIEMS: Now per diems can count on guaranteed annual increases just like everyone else.

LOWER HEALTHCARE COSTS AND MORE OPTIONS: Management will reduce the cost for current plans and make available a new excellent PPO option with lower deductibles.

WHAT'S NEXT?

- 1** Select a shop steward from every department and unit in the hospital to best work together to represent all members.
- 2** Establish a Patient Care Committee to regularly meet with management to discuss improving the care we provide.
- 3** Educate members on the contract so we can exercise and protect our rights.

CELEBRATE OUR FIRST YEAR TOGETHER!

Thursday, May 25 • 11 a.m. to 1 p.m. in the cafeteria

Come for a piece of cake, contract summary, and information on upcoming wage increases!

