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!