

# Will CPMC spare no expense to stop us from forming a union?

CPMC expended an extraordinary amount of resources to convince our coworkers in the Service unit that they did not need a union. These Service workers were confronted with regular anti-union meetings, flyers, mailers and emails. Roving HR representatives did their best to make sure everyone knew that management did not want more unionized employees here.

Now management is turning its attention to us, the next group that will be voting to form a union. Management may know that the same kind of campaign won't work with us, so they're trying a different strategy. The morning after the Service employees' election, management announced raises for several technical job classifications. They claim to have done an "annual analysis" and decided to adjust some of the wage rates. There is good reason to question the timing of this announcement.



"To me, this shows the power of a union. We haven't even joined NUHW yet, and the employer is already giving us more money. We all deserve these increases, but I want guarantees. Sure, CPMC gives out raises now, but when will the next one be? Right now, we have no say. But NUHW members here at CPMC have a contract that guarantees at least **two raises per year and provides three raises per year for most NUHW members.** That is what we really want and deserve."

— Cindy Irons, Radiology Tech II, Pac Campus

"Even with these raises, we will still be below market, and they are meaningless to those of us who are 'capped out', which is completely arbitrary. Despite years of Management promising to bring us up to Bay Area market wages, the raises only seem to come when we talk about forming a union. **Just imagine what we could accomplish if we did more than talk and actually became a union. We could negotiate for competitive wages that stay competitive.** Don't be fooled. Stay strong."

— Eric Holmgren, Radiology Tech I, Davies Campus

