Yesterday, we held our first day of negotiations since our powerful one-day strike. We met at SpringHill Suites. Hospital management, anticipating a low turnout, had reserved a small room for us to meet — but we had an incredible turnout, and had to keep adding chairs to accommodate all of us in attendance.

We again made our proposals to management: fair raises, affordable healthcare (including the PPO), improvements to PTO, retirement, and education, and no takeaways! Many of us in attendance spoke up directly to management, sharing directly with them the importance of our proposals and how they will affect our ability to support ourselves and our families.

"I've worked at the Queen for 17 years. I work hard, and love my job. For too long, we haven't seen real raises — the sorts of raises we need to support our families," says Irma Robles. "We our historic one-day strike proved that we're united for improved patient care and working conditions at Queen."

Among ourselves, we also discussed the "bargaining update" and postcards we have received from the Queen following our one-day strike. Sadly, this is an attempt to mislead and confuse us. It remains true that, for the overwhelming majority of us, management is proposing a 2%/1.25%/2% raise over three years, and cutbacks to our

health options, as well as reduced PTO. A fuller breakdown of our bargaining positions will be sent shortly.

Over the course of the session, we felt like something may have been different. When we shared our stories, management at least appeared to be listening.

At our next bargaining session, on December 13, we are owed responses from them on all our proposals. We'll know for sure if they *really* were listening if they don't come proposing cutbacks and raises less than inflation.