

WE HAVE A CONTRACT!

Bargaining Committee strongly recommends a YES vote

As negotiations continued, it became clear that we would not reach a full agreement by the time our contract expired on January 31, 2021. Therefore, we've agreed to a one-year deal with 3 percent raises, while we continue bargaining a longer-term contract. This agreement will be in effect through January 31, 2022.

SUMMARY OF TENTATIVE AGREEMENT

- **3% pay increase across the board**, which you will receive after the first full pay period in March.
- **Departmental Meetings with Directors.** We have requested and CPMC agreed to institute subcommittees for each department to resolve ongoing issues.
- **Tentative Agreements.** All Tentative Agreements we agreed to will be honored.
 - a. Clarifying language on Categories of Employees.
 - b. Proper Staffing levels. For a said period, we have agreed to allow CPMC to add a pool of per diem employees, while we continue to bargain over the short staffing, CPMC will hold off on reclassifying this pool of per diem employees.
 - c. Allowing employees to go to 12 hour shifts if both employees and managers agree.
 - d. Allowing employees to accrue PTO if you are cancelled and chose not to use PTO.
 - e. Changing the organizing language so that disputes are resolved more quickly.
 - f. Providing pay for unlimited amount of time you spend as a juror.
 - g. CPMC will continue its obligatory payout of PTO at the end of the year and voluntary payout in April.



"A YES vote means we get a raise now while we bargain over important things, including a bigger raise! A NO vote means we vote to strike. We have to vote YES!"

— Alex Muhanoff, Head Housekeeping Aide

We will be voting online to ratify our contract.

Voting will begin on Wednesday February 10 at 8am and run through Friday, February 12 at 8am.

Look for additional voting instructions via email and text messaging.

For more information, contact NUHW Organizers Kijani Edwards at (501) 412-1676 or kedwards@nuhw.org, Sam McEwen Page at (707) 601-1886 or spage@nuhw.org, or Ron Collins at (410) 926-0444 or rcollins@nuhw.org.

Your bargaining committee strongly recommends a YES vote!