

WE FILED FOR OUR UNION ELECTION!



We are dedicated OTs, PTs, SLPs, social workers, behavioral health professionals and dietitians at Providence St. Joseph Eureka & Redwood Memorial Fortuna who want what is best for our patients and ourselves. We're forming our union with NUHW to negotiate a contract that will:

- Stop management from changing career ladders at a whim to arbitrary criteria that results in loss of pay
- Fair scheduling in regard to weekend work
- Prioritize patient care over productivity
- Establish fair call-off practices
- Prioritize patient care over billable hours
- Ensure adequate staffing to allow usage of our earned PTO benefit
- Uncouple productivity from employee reviews and compensation in order to ensure quality patient care
- Guarantee fair wages
- Ensure that employees have a voice in the work they do
- Improve medical and dental benefits
- Acknowledge that patient care needs are different in Humboldt County than in the urban areas served by Providence systems

**Join us to make St Joseph Eureka & Redwood Memorial Fortuna
a great place for our coworkers and our patients!**

NUHW Organizing Committee

Come talk to one of us – we're more than happy to answer your questions.

Alma Barba, CMLCSW
Celia Hansen, PT
David Atkins, PT
Hannah Lippe, CMLCSW

Jean Flynn, OT
Jennifer Messana-Eaton,
Dietitian
Lauren Matson, PT

Lucas Yovanovich, PT
Maya Mollier, PT
Mollie Watson, SLP
Willow Svien, OT

FREQUENTLY ASKED QUESTIONS

Can I be fired for forming a union?

No. It is illegal for our bosses to fire or punish us for union activity. We have the right to go to meetings about joining a union, to talk to other employees at work about forming a union, to wear buttons or lanyards in support of our union, plus other union-related rights.

Can a union force us to go on strike?

No. WE are the union — we decide when we go on strike and would only strike if a supermajority of us vote to do so. Additionally, striking is a last resort in a series of actions we can take to win a fair contract.

How much are union dues?

NUHW union dues are 1.5% of your base rate. Dues are only calculated on up to 40 hours a week.

When do we start paying union dues?

Once we vote to join NUHW we will start to bargain our first contract. During this time no member is required to pay union dues. Once we have finished bargaining our contract every member will get to review it and vote on whether to accept that contract. If we vote to accept it, then we start to pay union dues. This will give us the ability to make sure that what we get in our contract is worth what we will pay in dues.

More questions?

For more information, please contact NUHW Organizer Sam McEwen Page at spage@nuhw.org or (707) 601-1886.