

HMH PROPOSES TAKEBACKS

HPAE FIGHTS TO RAISE STANDARDS, HMH WANTS TO LOWER THE BAR

Bargaining Teams:

Local 5058

Kendra McCann, Pres
Barbara Boyler
Joanne Herner
Kathy Kochel
Lourdes Soto
Domineek Everett Suit
Chelsea Robinson
Nancy Gannon

Local 5138

Sally Fessler, Pres
Barbara Bosch
Karen Daley
Kim Fuss
Hilary Reiser
Jane Tan

Local 5030

Michele Burlington, Pres
John McCausland, VP
Sharon Fisher, Sec/Tr
Nancy Martell, Co-
Grievance Chair
Joe Dale
Stanley Daniel
Sylvia Flores
Myllyeni Ramos
Lourdes Rodriguez

ATTEND NEGOTIATIONS:

- Mon. July 10 @ 1030a – STAFFING
 - Mon. July 17 @ 1030a – HEALTH INSURANCE
- Clarion Hotel Toms River
815 Rte. 37 W

AFTER YEARS OF HARD FOUGHT WINS IN OUR CONTRACT Hackensack Meridian Health wants to force us back to the 1970s, before we had a strong voice in our working conditions.

HMH has proposed **TAKEBACKS** that would compromise patient safety and nurse satisfaction, including:

- **Punitive action for call outs** & cancellations – more than 3 days of PTU leads to discipline
- **Flexing at anytime with no compensation** – RNs on OT/incentives flexed first
- **All nurses to be floated everywhere** including nurses on Med/Surg units, on Core shifts and senior nurses (JSUMC)
- Nurses **forced to take charge duties** (SOMC)
- **Limit time off in winter** – max 2 weeks of winter vacation & further restrict PTO during winter holidays
- **Make-up shift** for weekend call outs
- **Take away Open Shift Incentive** from closed units
- **Eliminate 30-year benefit** of working fewer holidays

THESE TAKEBACKS ARE BAD FOR NURSES & WORSE FOR PATIENTS

Our solution has already been proven: provide patients with sufficient staff with the proper skill mix. Our answer is:

- **A voice for all healthcare workers in HMH system**
- **Nurse to patient ratios**
- **A fair wage increase**
- **Affordable, accessible health insurance, & respect for the nurse who care for our community in their time of need**

TAKE ACTION!

Tell your manager: **NO TAKEBACKS!**

Wed. June 28th at 4:30p – Healthcare Vigil at US Rep. MacArthur's office
33 Washington St., Toms River