

COMMON QUESTIONS:

WORKING WITHOUT A CONTRACT

What changes now that we're working without a contract?

Very little. Even though our contract has expired, our bargaining committee continues to negotiate in good faith with HMH. That means:

- The protections of our contract remain in full force.
- We still have union representation.
- We continue to work and get paid for our scheduled shifts.
- We still have access to our grievance procedure, and we can negotiate resolutions to any violations of our contract in place of arbitration.
- HMH cannot make unilateral changes and must continue to negotiate.

The biggest change is that the bar on a strike or lockout gets lifted.

Do we still have a union?

Absolutely! In addition to our strong union at Palisades, our HPAE sister-locals at other HMH hospitals (JSUMC & SOMC) begin bargaining with HMH this month. Together we will fight to raise the standards for quality care across HMH and ensure a **common expiration** for our next contracts.

Why didn't we reach an agreement before our contract expired?

HMH has not gotten real with their proposals. Their economic proposals as of 5/31 would take more money out of your paycheck for health insurance than they are offering for our raises, and they want us to return to the bargaining table in one year. Our bargaining committee will NOT agree to any contract that is a net loss for us and will NOT be rushed into agreeing to a contract we cannot live with. We remain focused on addressing the issues all of us face at work every day:

- Safe staffing levels that protect patients and staff
- Limits on floating for patient care staff and permanent assignments for housekeepers
- Restoration of step increases over a 3-year contract
- A fair process for HMH employees to join our union

Are we going on strike?

Not at this point. Our bargaining committee is asking the members to vote to authorize concerted activity up to and including a strike. This gives our representatives in bargaining additional tools for building power at the table.