

WHY UNION YES? BECAUSE THERE IS NO COMPARISON! BELIEVE IT WHEN YOU SEE IT IN A CONTRACT WE CAN ENFORCE

HPAE members enjoy elevated rights in the workplace including the ability to win and enforce fair rules and recourse.

Examples of HPAE benefits as experienced by the RNs of HPAE Local 5058

Your HPAE coworkers have so much more. Why not You?

WAGES

A Voice in Pay
Enforceable, Scheduled Raises
Market Rate Adjustments
Extra Weekend and Critical Shift
Float, Eve and Night Dif
Cancellation Pay

UNION RIGHTS AND RECOURSE

Representation in negotiations, investigation, discipline, and grievance.

A winning record of correcting injustice including massive payroll and PTO audit payments, removing and correcting abusive management, and setting right countless violations through collective action, meetings, committees, grievances, negotiations, and arbitration.

OVERSIGHT

Provided PPE when we had none.

Engaging agencies like OSHA, the Dept of Labor, and the NLRB in demanding oversight and corrective action for HMH practices that cross illegal and endangering lines. Bringing HMH to justice on behalf of those harmed for actions related to Covid safety for frontline workers and our communities.

A VOICE IN STAFFING AND SAFETY FOR ALL

Working to set Fair Rules and hold HMH accountable without fear of retribution.

NO CHANGES WITHOUT AGREEMENT

To Your Job, Schedule, Shift, Pay, Benefits, Assignment, or Policies

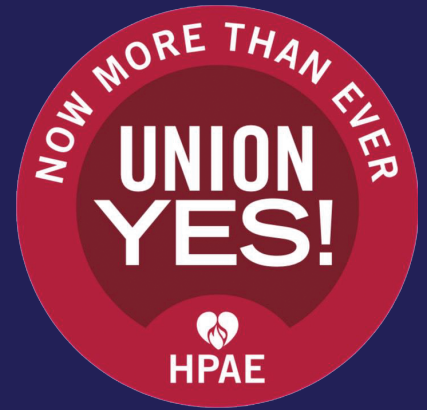
Tools to Report and Correct Short Staffing and Other Perils with Protected Activity

Guardrails to Safeguard Patients and Staff when Floated

WITHOUT A UNION EXPECT MORE OF THE SAME EMPTY PROMISES TAKE IT OR LEAVE IT DISRESPECT

*Sick of the boss and their union busters?
Where were they when you needed them most?*

IT'S TIME FOR CHANGE



**BALLOTS MAILED TO ALL VOTERS IN THE
HPAAE JERSEY SHORE SERVICE UNIT
ON OCTOBER 2
RETURN BY MAIL TO NLRB
TO BE COUNTED, YOUR BALLOT MUST REACH
THE NLRB REGIONAL OFFICE
BY FRIDAY, OCTOBER 23, 2020
FREE POSTAGE
FEDERALLY PROTECTED
SECRET BALLOT NLRB ELECTION**

*Vote Your Voice
Your Voice Matters.*

*Want more information? Call Suzanne (732) 655-8826
Connect with others in our Union Only Facebook Group
HPAAE Organizing at JSUMC Now More Than Ever - Union YES!*