



Bargaining Update

We returned to bargaining with Virtua on February 10th for our 2022 Wage Reopener.

Last week we made our initial wage proposal to bring all our members near the market rate for facilities in our area. We also proposed an across-the-board percentage raise reflective of the cost of living.

Virtua's Counter Proposal

Virtua's counter proposal was disheartening.

- Market rate adjustment (MRA) for nurses with 0-3 years.
- An additional 3 years to the scale for 28 to 30 years.
- The market adjustment for these two groups was from \$0.25 for the 28th year up to \$1.25 for an RN with 0 years.
- For all members, a 2% minimal across the board increase in June, 2022.

This would still leave us behind our competitors and ignore all members between step 3 and step 27. This proposal does not reflect the increase in the cost of living or what we can get at other facilities.

We rejected this offer. We meet management on February 11, 2022, to hear their response.

**Let's Show Each Other Some Love As We Fight For
A Fair Raise For ALL.**

**Please Attend the next Union Leafletting/Sticker up
on Monday Valentine's Day at 630am and 630p
at the Employee Entrance.**

