



COMMON QUESTIONS:

WORKING WITHOUT A CONTRACT

What happens if we don't have a new agreement when our contract expires?

Negotiations continue. There are three scenarios for what happens at work:

1. Our bargaining committee and management may **agree to extend** the current contract for a period.
2. Our committee could **call for a strike or other concerted activity** if the membership votes to authorize such action.
3. We could continue bargaining and **work without a contract**.

What changes when we continue to work after our contract expires?

Very little. Even after our contract expires, our bargaining committee will continue to negotiate in good faith with Hackensack Meridian Health (HMH) management. That means:

- The protections of our contract remain in full force, and 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! We remain members of our HPAE local union as bargaining continues. Our HPAE sisters and brothers in other facilities are standing with us in our common fight to raise the standards for quality care across HMH which include safe staffing and health and safety.

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

HMH has not gotten real with their proposals. HMH continues to work slowly at the bargaining table, pushing to weaken our contract and lower the bar for our patients. 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.

Are we going on strike?

Not at this point. Members of our local voted to authorize concerted activity up to and including a strike, and we must provide a 10-day notice of any action. This shows HMH that we are serious about standing up to their unfair labor practices and gives our representatives in bargaining additional power at the table.

Spread the Word!

Educate those in our communities about how corporate healthcare is putting all of us at risk. Contact your rep or organizer to do your part!

MEMBERSHIP MEETINGS:

Mon., June 5 @ 8am, 4 pm; Tues., June 6 @ 8 pm.

Wright Memorial Presbyterian Church, 332 S Main St. Barnegat



Health Professionals and Allied Employees

HPAE/AFT/AFL-CIO

110 Kinderkamack Road

Emerson, NJ 07630

TEL 201-262-5005

FAX 201-262-4335

 120

www.hpae.org

 www.facebook.com/hpae.aft