

IT'S OUR TIME! Fair Contract Now!

What is Going On?

We are preparing for Contract Negotiations. Our Collective Bargaining Agreement expires April 30, 2026. Over the last month, Union Members filled out surveys about what changes we want to see in our workplace. In December, 2025, we have filed the legal paperwork to begin bargaining.

Your Union Team met on January 7 to go through your survey responses and develop our proposals. We are preparing to meet with management soon.

Our union is only as strong as YOU - the members. Our national union is using a bold new strategy - **CODE RED** - to win a fair contract. Over the last year, healthcare workers at large and small facilities have won strong, enforceable staffing ratios and big raises using CODE RED strategies. Over the next few months, we'll be preparing to deliver a legitimate strike threat to win a great contract and protest management's violations of our rights.

We are One Union with One Voice!

What is a Union?

A union is a group of workers who organize themselves for voice in their place of employment and in the broader society. A union brings working people increased pay, good benefits, and decent working conditions. Unions also advocate for good jobs and pro-worker laws.

Employers have far more power than individual workers do, especially if workers have to negotiate with employers over wages and working conditions by ourselves. By forming unions, workers gain the power that comes with being part of a group created for collective action. As a group, workers can negotiate with their employers with greater chance of success than we can as individuals.

What is Collective Bargaining?

Every three years, we negotiate a collective bargaining agreement (or contract) with our employer. A union contract is a legal, binding agreement which establishes and guarantees wages, hours, and working conditions, including staffing and safe working conditions. What a union achieves in contract negotiations with an employer primarily depends on the strength, unity, and involvement of the members. Together, we win more than we would alone!

What Are We Fighting For?

We are not just fighting for a raise. We need a transformative contract that will guarantee Safe Staffing - with strict penalties for management's violations, decent benefits that we can afford, and Wages that reward our hard work. We also need protections against low-quality education, AI, favoritism, and non-nursing duties.

What Can I Do?

We will do whatever it takes to win a fair contract. We will continually up the pressure on Management until our demands are met and they stop violating our rights. The FIRST two steps are:

- 1) Sign our letter to CEO Abe Krauss. We will give this to Management on our first day of Bargaining
<https://actionnetwork.org/petitions/phoenix-center-nurses-demand-a-fair-contract-now/>
- 2) Attend the Union Meeting on February 23 (Details TBD).
(Reminder that items discussed in union meetings Shouldn't be shared with Management.)

Our Union Leaders:

Gerry Simms, **Vice President**
Patty Graziano, **Secretary-Treasurer**

Reps: Nicole Campanella, Tiaisha Glover, Kent Blair, Deanna Patterson, Rene San Pascual



Unsafe Staffing Form

Whenever you are working short, you and your coworkers should fill out an Unsafe Staffing Form, give a copy to your supervisor, and put a copy in the Union Box in the Cafeteria. Filling out forms helps protect you from liability, puts your manager on notice, and helps your union leaders advocate for better staffing.
<https://www.hpae.org/resources/unsafe-staffing-form/>

More Information:

www.hpae.org/local/local-5107/

(Union Updates, Union Contract, Rep List, etc.)

Useful Links:

AFT Occupational Liability Insurance: www.hpae.org/resources/aft-occupational-liability-insurance-plan/
HPAE Retiree Medical Trust: www.hpae.org/resource/rmt/
AFTPlus Benefits: www.aft.org/member-benefits
UnionPlus Benefits (Use AFT) as your International): www.unionplus.org
Code Red www.AFT.org/codered



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