

SEIU ASSOCIATION NURSING HOMES

RESPECT US. PAY US. STAFF US.

BARGAINING UPDATE: EMPLOYER'S COUNTER-OFFERS FALL SHORT AS THEY REJECT FAIR PAY

Tuesday, April 25th, your bargaining committee, composed of over 100 members from all departments and facilities, met with the employer to hear their response to the proposals we made last week. The employer's counter-offer revealed their lack of understanding and appreciation for our hard work:

- A wage scale that revokes our hard won \$2 ARPA bonus, with starting pay at \$16.25 for CNAs and \$15.70 for all other classifications.
- A meager \$.25 cent increase to the beginning of paygrade 1 payscale in year 1, and a \$.50 cent raise in year 1
- a mere \$.20 cent seniority step increases for paygrade employees—which includes dietary, housekeeping, laundry etc.
- Exclusions of SMHRF (Specialized Mental Health Rehabilitation Facilities_ and skilled pediatric facilities in any proposed wage increases
- Demanding that we give up one of our existing holidays in order to add Juneteenth
- Dismissing our proposal of 5 COVID sick days, offering a mere 2 additional sick days instead

"THIS PROPOSAL IS DISRESPECTFUL, AND SHOWS HOW OUT OF TOUCH THEY ARE WITH THE DEMANDING WORK WE DO EVERY DAY TO CARE FOR OUR RESIDENTS. TAKE IT BACK WITH YOU AND SHOW YOUR COWORKERS WHAT WE'RE DEALING WITH. **THIS PROPOSAL AIN'T EVEN WORTH THE PAPER IT WAS PRINTED ON.** WE GOTTA COME STRONG AND STAND TOGETHER."

- KEN JACKSON, FLOOR TECH



We remain committed to fighting for a contract that includes these priorities:

- Retain the \$2 ARPA increase and integrate it into our wage scale
- Pursue wage increases that put us on a path to \$25/hr by 2025
- Recognize Juneteenth as a paid holiday without sacrificing any current holiday
- Establish a Training Fund to boost the number of CNA's entering the field
- Implement 5 COVID sick days for all members

Flip over to take action TODAY to win the contract we deserve!

ACT NOW AND SHOW YOUR SUPPORT!

1 Sign the petition: Scan the QR code with your phone's camera or visit <https://bit.ly/seiunhpetition>



Stand United on April 26th: Workers at all Association Nursing Homes will wear stickers to show our collective resolve to fight for a fair contract! Grab yours from a bargaining committee member today!

Next bargaining sessions: Monday May 1st, Friday, May 5th. To keep you informed, we will have Teletown calls after every bargaining session. Expect an automated call at 6pm, or dial in at 844-857-2168.



Questions? Contact your organizer



866-933-SEIU (7348)



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