

United We Rise: Ratification of Our Tentative Agreement

The image features a solid black background. At the bottom, there is a white, irregular, torn-paper-like border that runs horizontally across the width of the image. The text is centered in the upper half of the image.

Our Collective Strength Led to a Historic Tentative Agreement of Our IAHCF Contract!

- The result of our united front and tireless efforts. Now, let's stand together to turn this breakthrough into our shared reality!



Contract Cycle 2017-2020: Rising from the Ashes

- In 2015, our contract expired, leading to 2 challenging years without wage increases. We set our sights on a \$15/hr wage, a significant leap from the incremental increases we were receiving.
- This collective struggle brought us to the brink of a strike in May 2017. Over 5000 members at 55 nursing homes were hours away from striking--in the eleventh hour the employers caved.
- Unity led to victory-with a pay scale promising improved standards with considerable wage increases over the next 2 years.



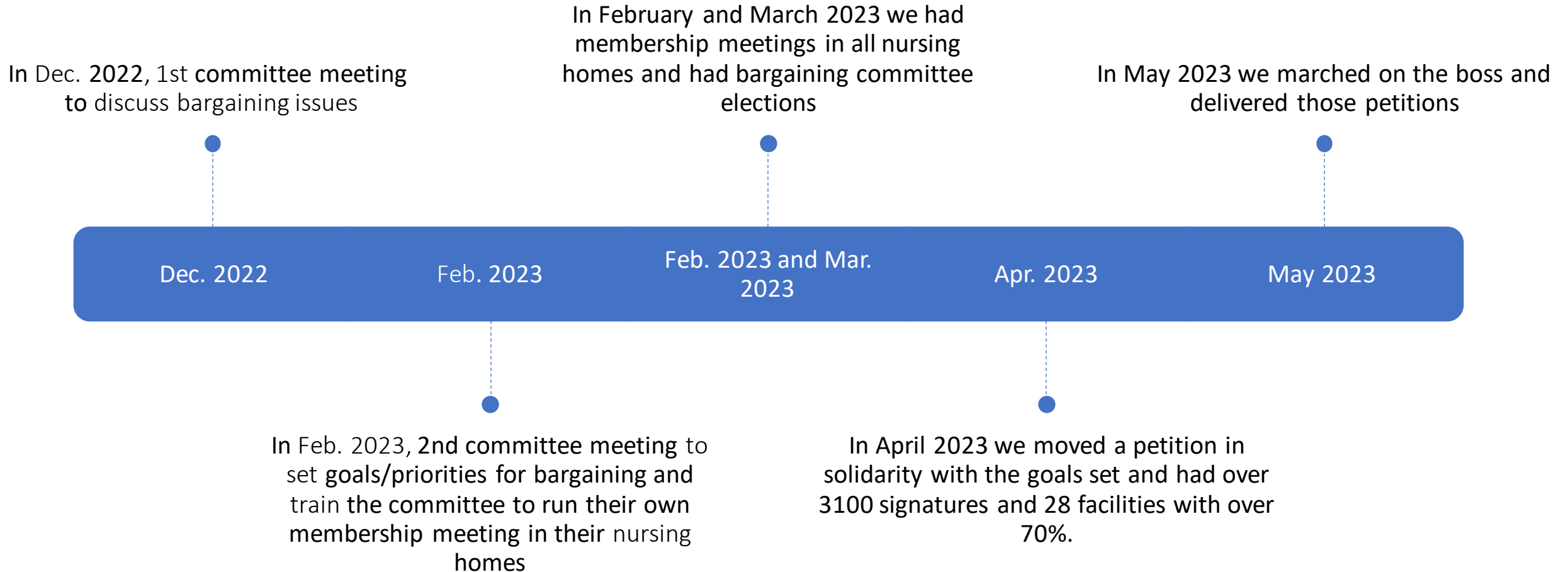
Contract Cycle 2020- 2022: A Fight for Our Lives

- Approaching the 2020 negotiations, we were preparing to Strike to End Poverty Wages. The start of the pandemic forced us to change course and we got ready to Strike for Our Lives!
- Our courage inspired a wave of healthcare worker strikes across the country and achieved a \$15 minimum wage for all SEIU nursing home members in Illinois no matter what their job classification or where they lived.
- Despite the pandemic and ensuing challenges, we secured additional COVID sick days and rights for frontline workers.

Contract Cycle 2020-2023: Standing Strong in the Face of Adversity

- In 2022, we overcame the Association's attempts to disband us and successfully negotiated a \$2 wage increase through the American Rescue Plan Act (ARPA).
- Our members and political allies have led us to a three-year agreement set to expire on April 30, 2023.
- We had an Economic Reopener this year to negotiate our wages and other economic benefits for the remainder of the contract. Now, we stand poised to ratify a historic agreement, marking a new era in our collective journey.

Negotiations Timeline



Charting Our Course: Members' Priorities for the Reopener



Retaining the \$2 ARPA increase from 2022 and integrating it into our wage scale



Wage increases across all departments, aiming for \$25/hr by 2025



Recognition of Juneteenth as a paid holiday



Retaining 5 paid COVID sick days which were set to expire




Employer contributions to a C.N.A training program to increase C.N.A staff.

Celebrating Our Progress: The Two-Year Economic Reopener Highlights


The permanent integration of the \$2 ARPA funding into our wage scale, acknowledging our worth and hard work.



The recognition of Juneteenth as a paid holiday, demonstrating our shared respect for historical milestones.



The preservation of our 5 COVID days, initially set to expire on April 30th, underscoring our commitment to maintaining a healthy work environment.



A clear path to a minimum hourly wage of \$25 for all, inclusive of longevity increases of up to \$3 for our most experienced workers, rewarding our commitment and loyalty.

Build Political Power: Our COPE Contributions at Work



INFLUENCING LEGISLATION:
SUCCESSFULLY
CHAMPIONING STAFFING
LEGISLATION, INCLUDING
THE IMPLEMENTATION OF
THE C.N.A SUBSIDY
PROGRAM.



ELEVATING MINIMUM WAGE:
ADVOCATING FOR AND
WINNING THE BATTLE TO
RAISE THE MINIMUM WAGE
TO \$15.



ELECTING UNDERSTANDING
LEADERSHIP: SUPPORTING
THE ELECTION OF **MAYOR
BRANDON JOHNSON**, AN
ALLY WHO UNDERSTANDS
OUR ISSUES AND EMBODIES
SERVANT LEADERSHIP.



ELEVATING OUR OWN:
CELEBRATING THE ELECTION
OF **STATE REP LAKESIA
COLLINS**, A PROUD MEMBER
OF OUR COMMUNITY.



DRIVING LOCAL CHANGE:
CONTRIBUTING TO THE
ELECTION OF 7 ALDERMEN IN
2023 WHO SUPPORT AND
UNDERSTAND OUR ISSUES.



REMEMBER: THE POWER TO
INFLUENCE CHANGE LIES
WITHIN US. LET'S TAKE
ACTION AND PUT IN THE
WORK!

Call to Action: Our Bargaining Team's Recommendation



- Invest in Our Collective Future: Consider contributing or increasing your contribution to COPE.
- Securing Continuous Progress: This is our way of securing our position for future victories and maintaining our commitment to raising standards for all nursing home workers. Together, through COPE we can keep winning more.

Securing Our Achievements: Our Bargaining Team's Recommendation

- Embrace Collective Empowerment: Our bargaining team advocates for a resounding YES vote. This significant gesture reinforces our united front, safeguarding our hard-won victories.
- Your vote is more than a choice – it's a seal of approval on our progress, an endorsement of our collective strength. Let's seal our victories with a YES, and together, we'll shape a brighter future!



Celebrate & Mobilize: We've Come Far, Let's Journey Further!

- Here's to Us: Congratulations on our shared accomplishments! This is just the beginning of our collective journey.
- **Harness the Power of Unity: Pick up the phone now, reach out to your co-workers and encourage them to come VOTE. Every voice counts!**
- And, don't forget: As part of our celebration, stop by the selfie station, capture the moment and share the joy. This is our victory – let's show the world how we shine!

