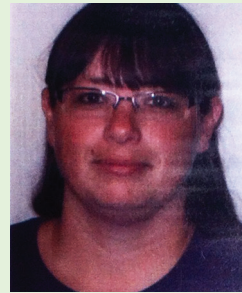


## Staying strong through times of change and protecting our standards

We have seen tremendous change in our facility over the past several years and being organized in our union has given us a powerful voice in times of change. We've moved to a new hospital, gone through a huge rebid process, organized to fight layoffs, and endured a Chapter 9 bankruptcy. Now we are in the process of a transfer of ownership to a private, out-of-state, for-profit entity who has shown a lack of respect for our standards and our union. Through all of this we have shown RCCH what "Union Strong" means.

We recently rejected RCCH's proposals because they weakened our union and eliminated important standards. Together we had the courage to take a NO vote and call their bluff. Our courage has paid off. We are very close to a settlement that protects important patient care standards, but we're not quite there yet. While we were able to protect important standards like rest between shifts, our PTO accruals, ensuring fair pay for new hires, and also fighting off their proposal to expand management's rights, we aren't yet at a place where we can settle.

RCCH has accepted that the nurses have a right to an all-in-strong union. Our collective voice is also key to protecting standards in a for-profit climate and being union strong is no less important to us than it is to the nurses. We are reaching out to members of our community to call on RCCH to settle a fair contract that respects all healthcare workers. Talk to your bargaining team about how you can help us deliver a message of strength and unity to our current and future leadership.



"I don't need anyone telling me my job is important to the hospital. I know my work is what keeps our facility safe and clean for patients and workers. That's why I won't accept a union standard lower than the

nurses. I'm proud our members have been fearless in saying no to RCCH and fighting one day longer."

**Theresa Tow, EVS**



"I'm proud to join the bargaining team and be part of holding the line for our standards. We fought hard to move RCCH in the right direction. We're close to an agreement but we need them to respect that our right to a strong union is equal to that of the nurses. I'm ready to keep bargaining and take action for fairness and respect."

**Denny Payne, Diagnostic Imaging**