



We Stand for Better Staffing, Safer Care, and Improved Recruitment and Retention

Management Stands for Budgets and the Bottom Line

Throughout the COVID-19 pandemic we have provided great care to our clients and the community. Before the pandemic we were often understaffed, and understaffing has been worse during the outbreak as co-workers have to take care of themselves and their families. We have had to do more with less.

We put forward proposals in bargaining that would improve our safety, our staffing, and our ability to recruit and retain. Management, on the other hand, put forward little to nothing and wants to worsen our staffing situation while providing no raises. Our proposal catches us up to many area hospitals that we have to compete with, and management's proposal will not only keep us behind, but will push us further back as there are no across-the-board increases in their proposal.

We are the backbone of Navos and provide great care — our wages and benefits should reflect that. We are the frontline of care to our clients and know what we need on the floors, but management wants to take away our charges' ability to call in additional staff, and make it subject to budget concerns rather than focusing on care. Management has the wrong priorities and they need to hear from us that it is not acceptable. Contact your bargaining team member for an update and to find out how you can help move management to provide a real proposal.



"The response we received from administration was not a proposal AT ALL. I am hoping that we can all band together and let them know we shall be recognized. We deserve to be honored —

not just with a letter of 'thanks' in the mail. Honor our work and our commitment to clients." **Jacque Garva, MSW**



"We didn't get no real proposal we are still waiting on a real proposal!"

Hector Loya-Loya, LPN



"In all my years being a Navos employee, I have never felt such blatant disregard from management as I do now in terms of bargaining for the welfare and longevity of my fellow

co-workers. After patiently waiting, Navos' management has continued to refuse to bargain for a fair contract by simply saying 'no' to everything we as members need to retain — our vested employees and maintain the safety of ourselves and our patients. Navos wants to change out staffing matrix and cut the amount of staff we need to keep our units safe, as well, not negotiate a wage increase, all for sake of saving money. Navos' vision doesn't seem to include us. Please, make your voice be known and heard by remaining in solidarity as we continue to fight for a fair contract." **Enrique Marquez, MHT**

