



## **We took action to call on management to come to the table ready to bargain over the issues that matter to us**

After one month of bargaining and because of our sticker up last week, management finally came prepared with a wage proposal that shifts our current wage scale to allow us to reach the top of the scale faster. We're making progress on wages, but we have a long way to go, and it's going to take all of us standing together to reach an agreement that raises standards for our patients and for ourselves.

We know that staffing and recruitment of new caregivers has been a huge challenge, and that our wages have remained way lower than what the market demands. That's why we need proposals that meet both the needs of new recruits and also reflect the dedication and expertise of longer-term employees, including training pay and credit for past experience language that allows us to be placed at the correct step on the scale based on our prior experience.



"Under this wage proposal, I'll be making the same wage as someone I trained 10 years ago. I'm at the top of the scale and there's a lot of people like me who would like to see reflection of those years. We also need to see commitments around staffing because wages alone won't fix the holes in our staffing. We need to have a say in staffing decisions because we know best what staffing really looks like on the floors."

**Cherry Rocamora, Gero Psych, CNA**



"Management has heard our message and how much we've been struggling this year. People are ready to go elsewhere for work and we're starting at a good point on wages. However, people who've been here a while are being short changed. Employees who train and orient new hires, people at the top of the wage scale, and people who didn't get fair credit for their past experience at the time of hire need to be fairly compensated as well. Our next bargaining session is on Thursday and we're hoping we can make movement on these issues that are important to us."

**Joel Lebon, Nutrition Services/PCU**



## Retention bonus now!

While we're happy to see compensation for the dedication of caregivers this past year, holding this retention bonus hostage for six months to one year is simply not right. We know what caregivers are worth and we'll continue to fight for real, sustained commitments around wages for the life of the contract.

