

We're Committed to Making VMFH Rehab a Better Place for Our Patients, Our Community, and Ourselves

The road to a fair and just contract begins with us. After months of waiting to get to the bargaining table, our team presented our proposals to management that will make our workplace a healthier, safer place to work and thrive.



"How do we get here at the bargaining table? I have been at work for almost 4 years, I have seen a lot of changes, 4 CEOs, 4 Therapy Managers, 3 different directors. There is something wrong with this. I have seen great therapists come and go. The low wages have had its effects on patient care and staff. Travelers come and go because we have a high turnover rate. We have trouble keeping employees."

- Eve Asencio-Acevedo, Therapy, Speech Therapy

Our proposals address issues and concerns that our members identified in our bargaining survey. Our proposals address wages, benefits, and working conditions. With a union, we have a right to exercise our collective voice in the workplace. This is protected under the NLRB (National Labor Relations Board), the government agency that oversees union and employer relations.

★ ★ ★ Highlights of Our Proposals ★ ★ ★

Issue	Our Proposal
Unfair wages	Credit for past experience – One for one year of credit on a wage scale for every year of direct experience in similar job class
Discrimination	No discrimination, no sexual harassment, religious accommodations, and language protections
Lack of workplace protections	Ending at-will employment, exercising our Weingarten Rights, Just Cause and grievance processes, no subcontracting
Health and safety	Employee/employer committee to address issues, PPE, Covid testing
Union membership	Strong union membership means a strong workplace, better and stronger contracts
No premium pay	Preceptor pay while training coworkers and students, severance packages, vacation donation





"Union Shop is about fairness for everyone who is covered under the agreement of our contract benefits. We all want fair wages, safer work conditions, and incentives for employees to stay and grow at this hospital. There is a definite need for a strong union and a strong contract that reflects improvements in the issues that we face at work every day."

- **Ashley Chan, OT, Occupational Therapy**

"At the time of my hiring interview, I was informed of the pending union vote. I was impressed to hear that these employees were stepping up and pushing for change. Ultimately, I was motivated to accept this job, hoping to become a member of a unionized rehab team."

- **Alicia Falk, PT, Physical Therapy**

We also proposed union inclusion of our fellow coworkers that work side by side with us as Health Unit Coordinators and our Dietitian. We know when all of us unite in the workplace, we are stronger together. And the stronger we are, the better contract we win.

Next Bargaining Dates

- **September 25**
- **October 14**
- **October 28**



Our VMFH Rehab Bargaining Team

- ★ Holli Lewis, NA, Dietary
- ★ Justin Johnson, EVS, Environmental Services
- ★ Oliver-Mishaps, NA, Nursing
- ★ Jenny MacKenzie, LPN, Nursing
- ★ Annie Reily, LPN, Nursing
- ★ Marilyn Kitt/Robert, HUC, Nursing
- ★ Rodney Lustre, RT, Respiratory Therapy
- ★ Vae Valient, Dietitian, Dietary
- ★ Robert Huavatura, HUC, Nursing
- ★ Carly Moushegian, Rehab Tech, Occupational Therapy
- ★ Annie McMurtey, PT, Physical Therapy
- ★ Molly Kadlec, OT, Occupational Therapy
- ★ Claire Lowe, COTA, Occupational Therapy
- ★ Alex Plein, PTA, Physical Therapy
- ★ Sam Conrad/Eve Asencio-Acevedo, ST, Speech Therapy

EMPLOYEE RIGHTS

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives;
2. Deny the request and end the interview immediately; or
3. Give the employee a choice of:
(a) having the interview without representation or
(b) ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.

Know your Weingarten Rights:

WEINGARTEN RIGHTS

Union Representation During Investigatory Interviews
(If called to a meeting with management, read the following to management or present the card before the meeting starts.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



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