



WE WON'T BACK DOWN! WE'LL NEVER GIVE UP!

After our powerful informational picketing on Monday, we returned to negotiations the next day with renewed passion. When management refused to move on our two bedrock proposals, we were more fired up than ever. Now we will use that energy to fight to the finish. **We won't back down and will continue to demand:**

- A \$3,000 bonus that recognizes our sacrifices every day, notably when COVID raged through our nursing homes;
- All 1199 members covered by Group contracts will receive health benefits and pensions through the NBF and NPF.

When we un-muted our mics and raised our voices, we showed the Group attorneys how powerful we can be with just a few moments of virtual chanting. Imagine the effect we will have as we get strike ready!

We know that we already had an impact because they agreed to:

- Ensure job security by matching the dates in the League contract and removing the arbitration step;
- Clear time frames to break the backlog of arbitration cases;
- Preceptor pay at \$2/hr. for all employees, including RNs and maintenance;
- Ways for members to confirm their PTO, whether via kiosk/computer or quarterly printout.

Certainly we deserve this and a whole lot more!

Keep pushing back: Unquestionably, it's not OK that there are 1199SEIU healthcare heroes who braved through the pandemic and have to

struggle to pay for health benefits! And there is no way we will accept the owners' proposals that minimize our value. We won't let them increase the likelihood that otherwise dedicated caregivers will leave, and no one will want to work in our nursing homes. They still think it's a good idea to:



- Increase the number of agency/no-frills workers;
- Keep floating RNs at any time during their shift;
- Not pay for continuing education for RNs, even with the ever-changing resident populations and severe short-staffing.

Do they honestly think we're going to settle for this? That we'll sit back? Nope! **We'll fight them every step of the way. We'll show them we mean business:**

- Walk-ins demanding more bargaining dates;
- Getting strike ready, which means talking to our co-workers and making sure every 1199 member has updated information www.respectnursinghomeheroes.org
- **Organize and mobilize for our November 17 "Together We Stand: March & Rally"**

THERE IS NO OTHER TIME. THE TIME IS NOW for us to show up for each other, stand in unity and send a clear message to the owners in the Group that we are on this path to win, we have the tenacity, and **WE WON'T BACK DOWN!**

**SAVE THE DATE:
NOVEMBER 17
TOGETHER WE STAND:
MARCH AND RALLY**

