

**WE'RE
NOT
THERE
YET.**



NOVEMBER 26 GREATER BARGAINING BULLETIN

- ✓ **WE WALKED-IN!** ✓ **WE PICKETED!**
- ✓ **WE RALLIED!** ✓ **WE TOLD OUR STORIES!**
- ✓ **WE ORGANIZED!** ✓ **WE MOBILIZED!**

We're planning a strike. We are making good trouble!
But we're not there yet!

This is what happens when you make good trouble—progress at the negotiating table on Friday morning!

The owners' most recent proposal:

- 3% raise: December 1, 2021
- 3% raise: December 1, 2022
- 3% raise: December 1, 2023
- Recognition bonus of \$1,000 to be paid in two parts, in May 2022 and May 2023

This proposal increased by one full percent their original offer of a 2% raise this December. And while not enough, it also included a bonus for the first time. All in all—quite an improvement. At least we know they were listening.

But we said, “if you can afford to offer people anywhere between \$800 and \$1000 to cross our picket line, you have the money to do better—put it toward our contract!”

OUR COUNTER PROPOSAL:

- **3.5%** raise: December 1, 2021
- 3% raise: December 1, 2022
- 3% raise: December 1, 2023
- **Recognition bonus of \$2,000 to be paid in one lump sum on January 1, 2022**

Greater NY Benefit Fund Update: Governor Kathy Hochul recognizes our value and the importance of nursing home heroes having affordable, comprehensive health benefits. She has committed to help us by allocating money to address the deficit in the Greater NY Health Benefit Fund. That deficit was caused by an increased number of members who became ill due to COVID. ***However, the nursing home owners still must pay their share!***

NOW WHAT? It is critical that we keep up the pressure and walk in to management at each of our facilities. We must demand that they accept our wage and bonus proposal. We must demand that they pay for health and pension benefits. ***Then, remind them that we don't want to, but we will strike if we have to!***

We have come this far and we will win with full member participation. Bargaining will continue in the next few days, but make no mistake—we are preparing to strike for what we deserve! Talk to your committee member, delegate, and all of your co-workers about your chapter's strike plan. Make sure you have a copy of “1199's FAQ About A One-Day Strike,” so that you and your co-workers know what it means when we go on strike, for ourselves, our residents and for all of our families.

WE KNOW WHO WE ARE and we know our value. With the full support of our 1199 Family, we will fight back until we win the fair contract we have honorably earned.

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<https://respectnursinghomeheroes.org/standstrong/>

