BARGAINING BULLETIN | **06.30.2026**

1199SEIU
United Healthcare Workers East
THE HEART OF NEW YORK HEALTHCARE

CONTRACT VICTORY!

At 5:30AM on Tuesday, June 30, after days of round-the-clock bargaining, taking action in our shops, and demonstrating our power in the streets, we reached a tentative agreement with Management on our new League contract!

This is a huge, collective victory. At a time of unprecedented cuts to healthcare funding nationwide, we have achieved a contract which not only fully-protects our industry-leading benefits, but makes important new investments into our jobs. It is testament to our unity as 1199 healthcare workers!

We've locked-in 4% in annual raises over the next three years, an additional ratification bonus, and—combined with the additional money we won for our benefits—**a total increased investment into our wages and benefits of over $2.9 billion.**

Here is a high-level overview of the tentative agreement which members will be voting on in the coming days. As your bargaining committee—nearly 400 rank-and-file members representing all institutions and job titles—we enthusiastically urge you to vote *YES!*

Your bargaining team will be scheduling a League-wide virtual meeting to give a full update—details to come.

IN UNITY,

Yvonne Armstrong
President

Veronica Turner-Biggs
Secretary-Treasurer

and your entire bargaining committee!

KEY TERMS OF OUR AGREEMENT

PAY

- Annual across-the-board wage increases of 4%:
  - **Year 1**: 4% on 10/1/26
  - **Year 2**: 4% on 10/1/27
  - **Year 3**: 2% + 2% (10/1/28 and 4/1/29)
- Ratification bonus of $1000 (pro-rated for part-timers)
- The Employers will stop paying new members a lower "probationary rate."
- RN longevity increases.
- A bonus for all retirees of 4% this year.

BENEFITS

- Protection of our gold-standard, no-cost health insurance with additional Employer contributions of $800 million.
- Guaranteeing our pension benefits and all our "small funds" (Training & Upgrading, Job Security, Child Care) with an additional $200 million.
- Spending an additional $15 million to enhance childcare benefits.
- All paid time off benefits protected.
- A process for addressing the "missing Funds" in institutions which lack them.

PROTECTING OUR JOBS & CARE

- Expanding layoff protections to more members (everyone with 10+ years of seniority as of 1/1/27).
- Commitments to address Management's overuse of agency workers.
- Protections on the use of AI.
- A new $2 million fund to provide legal support to immigrant members facing changes in work status.
- A local post-contract process for addressing certain profession-specific issues.

...AND MORE!