



NOVEMBER 22 GROUP BARGAINING BULLETIN

THE OWNERS AND THEIR LAWYERS STILL DON'T UNDERSTAND THEIR NURSING HOMES CAN'T RUN WITHOUT US.
***WE DON'T WANT TO SHOW THEM,
BUT WE WILL STRIKE IF WE HAVE TO!***

Slap in The Face, Then Punch in The Nose

The Group's lawyers came to the bargaining table talking a lot on Monday afternoon. So, for a few moments, we thought they were finally moving in our direction. But, that wasn't the case. They simply repeated what has already been agreed to—the 2%, 3% and 3% raises in the League contract.

They've been refusing to give us a key part of that agreement—a \$3,000 recognition bonus and ***know we consider that a slap in the face!*** When they put forth their idea of a compromise, a **\$1,000 bonus, \$500 in year one and \$500 the next**, we were disgusted!

- One committee member loosely calculated this “bonus” to be about \$1.36 a day.
- Another committee member put it bluntly—this isn't only about money, it's about respect.

Their \$1,000 proposal isn't just a slap in the face...***it is a hard-hitting punch in the nose.***

And it's not only the bonus. We have 1199 sisters and brothers who do the same work we do, but they are not covered by the NBF. The lawyers heard their stories many times; they have to struggle to pay for their health benefits for themselves and their families. The owners' rejection of our proposal to the expand the Fund to these nursing home heroes is the height of disrespect.

It is offensive that the owners are trying to make even more money off the backs of our hard work. Another committee member said it perfectly today: **“We Are Not Their ATM!”** So, what are we going to do?

We're organizing our co-workers:

- 10-day notices to strike have been sent to all of our employers. In each of our nursing homes,

we are walking them into management—***just to make sure they know how serious we are;***

- If we haven't reached an agreement in those 10 days, we will walk out of work and hold a one-day strike on December 1;
- 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

Fact Sheet 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 will lock arms, stand strong together, and send a clear message that **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.

