



KEEP THE PRESSURE ON! WE WON'T BACK DOWN!

At the October 26 negotiations, the Greater* employers responded to our proposals presented at the last bargaining session, which followed the pattern of the League contract victory. **At last, they moved—but not far enough!**

They agreed to:

- 2% raises in the first year and 3% wage increases in the second and third years of the contract;
- Non-parity nursing home members will receive 10-cent wage increases every year, which will bring them up to wage parity.
- Juneteenth as an additional paid premium holiday.

But they still have made no commitment to our **crucial and bedrock proposal** of maintaining our health and pension benefits, despite all the heart-wrenching stories we have told them, again and again. How much louder do we need to be to **keep the pressure on?**

What do we say? You gotta pay what you gotta pay!

Once again, we couldn't help but notice their short memories. *Remember the heroes who keep your nursing homes operating, even during the worst pandemic in history?* They must have forgotten because:

- They didn't agree to the \$3K recognition bonus in the first year of the contract;

- They are attacking the job security of dedicated members who have been working in a facility for ten years or more;
- They are proposing to make it difficult for unjustly terminated workers to be reinstated.



And what are they thinking when they propose 20% of workers can be agency/no frills? It certainly doesn't build a strong workforce. They complain the Funds are expensive, but don't want to hire enough 1199 members to spread the costs!

One step forward, but several steps in the wrong direction!

We will continue to make our message clear—they must respect us and the work we do. We know our value and will continue to demand the wages and benefits we've earned. **We deserve it and we won't back down!**

WE'RE TAKING ACTION!

Our informational pickets are on November 8, and our strike vote is on that same day.

We must stand united and show the Greater nursing home owners that we're not playing games—it's our lives and we are serious. We are in for the win!

