

UMC YES VOTE / NO VOTE COMPARISON

**YES
VOTE**

Our Bargaining Team negotiated an upward market adjustment for all classifications found under-market in the market study, including nearly 1,000 RNs and Charge Nurses; No employee will have a reduction in pay as a result of the study.

1st year 2% merit; 2nd year 1.9% merit for qualifying employees; **Merits NOT tied to performance evaluation.** Employees who qualify for merit **will automatically receive the 2% & 1.9%**

Longevity is preserved for new hires and a key Union principle is preserved. Employees who receive longevity, will still receive it with a freeze on increases for 12-months, after 12-months, increases will be restored.

CAL - one hour reduction per pay period for 18-months; no COLA

Our Bargaining Team Unanimously Recommends a YES VOTE

WE WON:

Longevity Preserved
2% and 1.9% Auto-Merit, NOT tied to Eval. (for qualifying employees)
Upward Market Adjustment (for qualifying employees)

This is a highlight of the tentative agreement, visit seiunv.org for all changes.

**NO
VOTE**

Contract goes to Fact Finding and will be decided by a third-party. Members will **NOT** have a say once the Fact Finder makes their decision and it will be final.

UMC promised to take concessionary proposals to fact finding which they indicated would likely include:

Downward salary adjustments for EVS and Dietary Employees...

Elimination of Longevity for New Hires...

Deeper cuts to CAL hours (2 hours per pay period for 24-months)...

A NO Vote: the RISK is TOO HIGH!

For more information, please contact a member of the Bargaining Team.

WE WON! TIME TO VOTE!



Tuesday Feb. 14, Wednesday Feb. 15, & Thursday Feb. 16
4th Floor Trauma Bldg., Conference Rooms G & H
6 a.m. to 8 p.m.

Our Bargaining Team
Recommends:

**VOTE
YES!**

