

**UPDATE
CONTRACT NEGOTIATIONS**

FIGHT FOR A UNION CONTRACT: ROUND 2

June 30, 2015

We finally got to the bargaining table with management yesterday, June 29th. Our UNAP representative had sent the management representatives our initial contract proposals weeks ago, so we expected a detailed response to at least some of them. Proposals on issues like a Grievance Procedure, something management deals with every day under registered nurses' Union contract.

Well, maybe no surprise to us but there were no agreements on any of our proposals. In fact, the whole message we got from management's representatives is that we are in for a real fight with them if we are going to get a good Union contract. And management's attitude was that the nurses' contract was from "the last century", and we should expect to see major changes on issues that are important to both us – and the RNs.

Management's representatives were not prepared to offer any specific dates for future meetings – though they indicated that "we'll get you some dates". We are assuming that they will, and that their proposals will be negative on every basis issue – including wages and health insurance.

Now we are sure that we are in for a real fight to get a good Union contract. We also know that the majority of us spoke loud and clear in the vote taken in April that we are beyond fed up with how we are treated and how we are compensated. And in the coming weeks management needs to hear that from all of us if we are to win Round 2 in this struggle.

We will be having membership meetings after the 4th of July holiday. You owe it to yourself to make every effort to attend one of those meetings on the date announced to hear the details of our proposals and why we expect management to say "NO" until they are pressured by all of us to change that attitude.

*The Contract Negotiating Team
Service Staff - Prospect CharterCARE*