



**United Nurses & Allied Professionals**  
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## **What Nurses Who Belong to the UNAP Have to Say About Their Union on:**

**\*Staffing**

**\*Its Our Union**

**\*Dignity and Respect**



Jennifer Bauer  
HopeHealth Visiting Nurse

**\*No Mandatory Overtime**

**\*Affordable Medical Insurance**

**\*Care Wherever the Nurse Chooses**

**\*Fair Wages and Two Raises Every Year**

**\*Rights on the Job and an Effective Voice**



Helen Macedo  
Rhode Island Hospital

**“Our Union Makes a Positive Difference”**

# We're Registered Nurses We're Proud of Our Union

## Nurses Make All the Decisions in Our Union

When we were organizing our union, the administration tried to scare us by telling us the union was an outside third party. **They were wrong.** We, nurses, at our hospital are the union. We make all of the decisions in our union. We elected our President, we voted on our contract, we vote on issues important to us. We never voted on anything before the union. The administration made all of the decisions without us. With our union, we have an effective voice.



Jennifer Bauer  
HopeHealth Visiting Nurse

## Dignity and Respect

It may not sound like a big deal but it really is. Our contract has a Dignity and Respect provision. When doctors throw temper tantrums or supervisors are rude, we file a grievance under the dignity and respect provision in our contract and hold them accountable. It really makes a difference.



Rose Desnoyers  
Kent Hospital

## Fair Pay Scales and Two Raises Every Year

Our union contract provides for step and longevity increases every year **plus** annual cost of living raises. Set pay scales printed in our contract for anyone to see is important to assure everyone is being paid fairly. All pay rates from starting rates to the 40 year rate go up every year. I never thought I would see top pay for a nurse to top over \$66.00 an hour! We have earned it.



Lynn Blais  
Fatima Hospital

## Safe Staffing

At the Brattleboro Retreat there have been staffing ratios in the union contract for years now. It guarantees a set and safe number of nurses and mental health workers according to the census. More patients require more staff. Safe staffing makes all of the difference in the world for better patient care and job satisfaction.

# Join Us Vote Yes



Patricia Criner  
Kent Hospital

## Rights on the Job and an Effective Voice

To me the most important benefit of belonging to this union is having the right to representation and having all of the terms and conditions of employment set forth in a legally binding contract, negotiated by us, registered nurses at our hospital. We get to decide what is important to us. We elect our negotiating team and we get to vote on any contract before it goes into effect. That is having an effective voice!

## Medical Insurance - Care Wherever We Want at Affordable Rates

I provide the medical benefits for my family. Our union negotiated a separate and better medical plan than the rest of the hospital. We can get care wherever we want at affordable prices. We just voted to approve a new contract with no increases in premium share for three years!

## Mandatory Overtime

“Our Union worked very hard to pass a law prohibiting mandatory overtime for Nurses and CNAs in hospitals. Our union makes sure the law is enforced. Nurses have been free of **any** mandatory overtime for years since the law passed thanks to our union for passing the law and making sure nursing administration follows it.”

## Union Dues - It Doesn't

### Cost to Belong to a Union. It pays.

Our administration tried to scare us about union dues when we were organizing our union. We knew the facts. We knew the benefits of union membership far out weighted the cost in union dues. This union has no initiation fees and no one will pay one penny in union dues until we vote to approve our first contract. Better pay and benefits more than offset the cost of dues. My raise this year is \$8,299 and I paid \$579 in union dues not to mention no increase in medical insurance costs.



Helen Macedo  
Rhode Island Hospital