

The Westerly Hospital United Nurses & Allied Professionals Local 5104



*A Proud Record of
Accomplishment
Since 1995*

Welcome to The Westerly Hospital

United Nurses & Allied Professionals

Local 5104



Why we organized our Union

In 1986 we watched the nurses and techs organize their Union. At the time, we weren't sure if we wanted to organize. But after seeing the benefits and positive gains made by the Union staff, we decided to form our own Union in 1995. It was time to stand up for ourselves and demand equal treatment. We won our election by an overwhelming majority vote. Since the formation of our Union, we have made our voices heard, represented our members, provided job security and achieved many economic gains.

Steady Progress Every Contract

1996

Terrific first contract negotiated setting the foundation for important gains to come.

1999

We were the only employees in the hospital that did not get paid time and one half for work over eight hours in one day. In this contract, we got it back.

We received shift differentials less than our co-workers. In this contract we negotiated big increases in the shift differentials equal to what every one else in the hospital earned.

Before the Union, we lost the sick leave incentive payments. In this contract, we got it back.

2000

This contract provided enormous raises for our members. The steps and longevity raises that were taken away from us before the Union were restored. Members were moved up the pay scale and given credit for steps and levels missed in years past. The lowest pay grade was raised 16% in one year. Over the life of the contract, pay rates increased between 20%-41%.

This contract established double time pay for overtime that is worked four or more hours over the regular shift.

2004

In this contract, we negotiated a prohibition of subcontracting any of our jobs to Service Master, or any other subcontractor. This provides enormous job security for our members at a time when outsourcing jobs to low paying subcontractors is common. We also negotiated a provision that will prevent the hospital from forcing us out on strike. If there is no agreement in the next contract, the unsolved issues will be decided by a neutral third party.

Sue Partelo, President

Everyone should be treated fairly.

"It takes everyone here at the hospital to care for our patients, not just doctors and nurses. We all make important contributions. We should all be treated fairly and equitably. Since I have been President of the Union, we gained equal shift differentials, a return of the salary steps and levels, reinstatement of sick leave payout, overtime over eight hours in a day and double time for working four or more hours over a regular shift."



Seniority and longevity should be rewarded

"I have worked at The Westerly Hospital for 30 years. I think all of those years of loyal service should be rewarded. When the hospital took away our salary steps and longevity before the Union, it meant that we lost the ability to earn up to 25% more. In the 2000 negotiations, the Union fought to restore our salary steps and levels. Because of our Union, I now earn \$6.31 an hour more because of my length of service."

Bill Clark, Carpenter

Rights & Representation

"With our Union, we have legally enforceable rights and representation. When the hospital fired me unfairly the union fought to win my job back."

Gail Armstrong, AWS, ICU

Job security- no subcontracting

"Negotiating good pay and benefits is important. But it doesn't mean anything if our jobs are subcontracted away. I think that the most important thing our Union has done is to protect all of our jobs by negotiating a no-subcontracting clause in our last contract."

Jim Peterson, Stores Clerk

It Pays to Belong to the Union

| | 1995 (Before the first negotiations) | Effective 2005 |
|----------------------|--------------------------------------|---|
| Evening Differential | \$.90 | \$1.50 |
| Night Differential | \$1.50 | \$3.00 |
| Weekend Premium | 10% | 15% |
| Service Worker | Start \$7.04 Top \$9.12 | \$9.38 \$16.12 |
| CNA | Start \$8.72 Top \$11.18 | \$11.34 \$19.20 |
| General Maintenance | Start \$10.38 Top \$13.67 | \$13.47 \$24.22 |
| Carpenter | Start \$11.21 Top \$16.07 | \$16.80 \$28.47 |
| Overtime | 1 1/2 over 40 hours a week | 1 1/2 over 8 hours a day Double time(2x) for long overtime |

United Nurses & Allied Professionals

An effective voice for health professionals

The United Nurses & Allied Professionals (UNAP) represents over 4,500 nurses, technologists, therapists, support staff and other health care workers in Rhode Island, Vermont and Connecticut. The UNAP understands the dramatic changes underway in the health care field. We are leaders in the fight to create a humane health care system that respects the dignity of caregivers and patients alike.

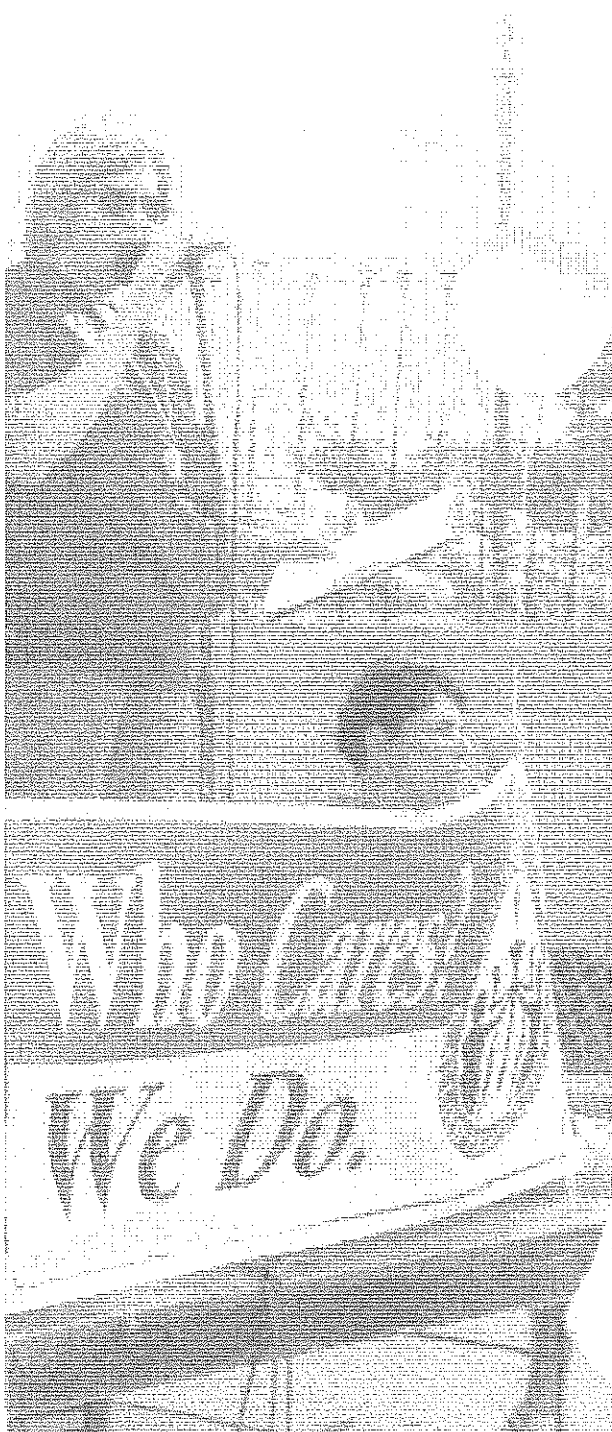
Fair pay, rights, and a voice at work: Every day, the health professionals who lead our Union give voice to the concerns and aspirations of their co-workers. This includes negotiating contracts that provide fair pay and benefits, reasonable hours of work, safe staffing levels, continued educational opportunities, and better working conditions. UNAP leaders advocate for their colleagues work-related issues.

Active legislative program: UNAP nurses and health professionals initiate legislation and testify on behalf of important laws. The UNAP has had bills introduced that mandate safe staffing, prohibit mandatory overtime, require hospital inspection teams, protect whistleblowers, expand health care funding, and support nursing education.

Building public awareness: Our Union has produced and sponsored television and radio ads generating public awareness for our issues. We organized the first safe staffing rally at the State House attended by UNAP members, citizens and prominent public officials. UNAP leaders have appeared on television programs and have been guests on radio talk shows, proudly and articulately representing nursing and allied professionals. Our Union is regularly sought out for the perspective of direct caregivers on a variety of health care issues.

Professional education: The UNAP is on the cutting edge of health care issues in Rhode Island and Vermont. The UNAP regularly offers conferences and seminars to keep our members informed about a wide range of important topics such as professional liability, infectious diseases, bioterrorism, medical errors, ethics, health care funding, and the nursing shortage.

Patient advocacy: Let's face it. Health care administrators talk about quality care all the time. But nurses and other caregivers are the ones who know best about quality care. After all, we are the ones who do the work. Whether it is on-the-job, at the State House, in the community or at the negotiating table, members of the UNAP are the true voice of the patients for whom we care.



United Nurses & Allied Professionals

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On Thursday, January 26, 2006 the Westerly Hospital business office and switchboard operators voted to join our union!! The fact that there was 100% voter turnout and the resulting tally of 15 for the union and 4 opposed leaves no doubt whatsoever that the employees were united and ready to make positive changes.



Current Union members show support and welcome new union members on election night!

