

# We Voted YES to Ratify Our New Contract!

**When we unite and take action, we can create change for years to come.**

UNHCEH members have voted overwhelmingly to approve our first UNAC/UHCP and UNHCEH-negotiated contract.

It was a huge win and hard-fought, taking more than eight months.

## What We Won—Highlights

This contract secured strong economic gains:

- More than 4% in wage increases for all members in the first year of the contract
- Signing bonus
- Fifty-six job classifications in all wage exhibits received increases to base wage rates
- Elevated the wages of our lowest-paid classifications
- Progression to top step for many members with 3 or more years of service

We also won strong non-economic language to improve working conditions and patient care:

- A union voice in patient care with seats on the Labor-Management Committee, Clinical Practice Committee, Health and Safety Committee, and a new Staffing Subcommittee
- Strong new rules for floating for both clinical and non-clinical
- Protections against discrimination and harassment
- Commitment to progressive discipline
- Protections against excessive mandatory overtime

## How We Did It

- Strong bargaining team unity across classifications and units
- Members supported our bargaining team by wearing stickers, buttons and UNAC/UHCP blue
- Huge turnout and enthusiasm for the Respect Our Health Care Heroes vehicle parade—the week before we secured the tentative agreement!
- Member and bargaining team unity and commitment won this excellent contract under extraordinarily challenging circumstances.

**We should all be proud of what we won and how we did it.**



**HOLD THE DATE: March 15, 2021 Candlelight Vigil**  
 DETAILS TO FOLLOW

