

UNHCEH BARGAINING UPDATE #7



*United for our Patients
and our Professions*

Summary of September 26-27 Bargaining Sessions



Councilmember Gabe Johnson visits on 9/27.



The bargaining team answers questions.



Members of our bargaining team.

Throughout bargaining, management rejected all of our proposals that aimed to:

- **Significantly improve wages** that reflect our value and worth.
- Meaningfully **address unsafe staffing, floating, and safe patient care.**
- Enhance our **contractual rights and protections** to the standards contained in other UNAC/UHCP - Kaiser Permanente contracts.

New Bargaining Dates

While our contract expires on September 30, 2024, we are continuing negotiations. Please mark your calendars and join us:

- October 3, 12pm-4pm (Virtual)
- October 16, 12pm-4pm (Virtual)
- October 18, 12pm-4pm (Virtual)
- October 24, 10am-4pm (at Maui Memorial)
- October 25, 10am-4pm (at Maui Memorial)
- October 26, 10am-4pm (at Maui Memorial)

We will send the meeting link for the virtual bargaining sessions over email.

CONTRACT EXPIRATION Q&A

When does our current contract expire? On Monday, September 30, 2024.

Did management propose an extension to our current contract? Yes. What happened? We turned down the company's request and declined to extend our current agreement.

What happens now that we have an expired contract? When a collective bargaining agreement (CBA) expires, the following happens:

- Terms of the expired contract continue: The terms of the expired contract remain in effect until a new one is reached, with some exceptions. These exceptions include management rights, no-strike/no-lockout, and arbitration provisions.
- Negotiations: The parties' bargaining obligations do not end when the contract expires. They must continue to bargain in good faith for a successor contract.
- The Employer can not unilaterally change terms: The National Labor Relations Act (NLRA) prohibits employers from unilaterally changing most terms and conditions of employment after the contract expires.

Is MHS bargaining in good faith? No, we believe they have committed multiple unfair labor practices (ULPs).

What happens concerning bargaining after a union contract expires? The parties' obligations do not end when the contract expires. They must continue to bargain in good faith for a successor contract. We have several bargaining meetings scheduled in October.

Does this mean we are going on strike now? No. Over 98% of members voted to authorize our bargaining team to call for a strike, if necessary, and rejected management's proposed contractual terms. The National Labor Relations Act (NLRA) requires our union to provide at least 10 days' written notice before a strike.

Our goal remains to reach a fair agreement that addresses our concerns and improves patient care.

In order get fair contract that achieves our goals, we must:

- Remain united and continue to publicly demonstrate our collective unity.
- Be active and visible.
- Talk to our colleagues.
- Be prepared to strike, if necessary.