

Porter Federation of Nurses & Health Professionals

Unions!

A union is a group of workers who have come together and decided to organize their own organization to negotiate as equals for improved wages, benefits and working conditions. Unions are almost always opposed by the employers who do not want to share power.

Some union accomplishments:

- * ending child labor
- * overtime after 40 hours in a week
- * equal pay for equal work
- * paid vacations, meal and other breaks from work, sick leave, paid holidays, military leave, Family & Medical leave, fair wages and much more.

Without unions, these would not be required of employers. Through their union, workers make legally binding agreements with their employers and fight at the state and national level to pass laws to protect working people.

Our Union!

First, a little history. The formation of our union local was organized and voted in by a majority of RNs in 2013 who for years felt that they had no power to make sure that they could provide best patient care and be respected for their efforts to do so. We succeeded in the face of a fierce campaign by the administration (at the time) who spent tens of thousands of dollars trying to keep us from organizing.

Because of thousands of hours of work given by your fellow nurses to organize our union, after almost a full year of negotiations our first union contract was ratified on December 16th, 2014, shortly after a marathon 24-hour negotiating session with management.

Our second contract was approved on September 21st, 2017 after more hard work by our negotiating



committee to respond to the expressed needs of Porter RNs to provide best patient care. **Work on our third contract is not far off - we need you to tell us what's important to you!**

Now let's talk about what our union, PFNHP, has negotiated for ourselves:

- ✓ Union representation for grievances
- ✓ Required just cause for discipline/termination
- ✓ No mandatory overtime
- ✓ A Nursing Practice Council to address staffing levels
- ✓ Adequate training on new technologies
- ✓ Equitable wage scale based on experience
- ✓ Equitable work and vacation scheduling
- ✓ Equal pay and benefits for Helen Porter nurses
- ✓ New or increased differentials
- ✓ Urgent pay
- ✓ Effective orientation for new nurses
- ✓ A Labor/Management Committee to discuss ongoing concerns

and an EQUAL VOICE AT THE TABLE FOR THE ISSUES THAT AFFECT US AND IMPROVE PATIENT CARE! This doesn't just happen - it needs all union members to speak up and out for what they want and need to provide care they can be proud of. Stand proud and join in to help us continue to advocate for our patients and our profession!

TOGETHER WE ARE A STRONGER UNION!

