

WE DID IT! WE WON OUR FIRST UNION CONTRACT!



We voted **YES** by an overwhelming 99% majority to:

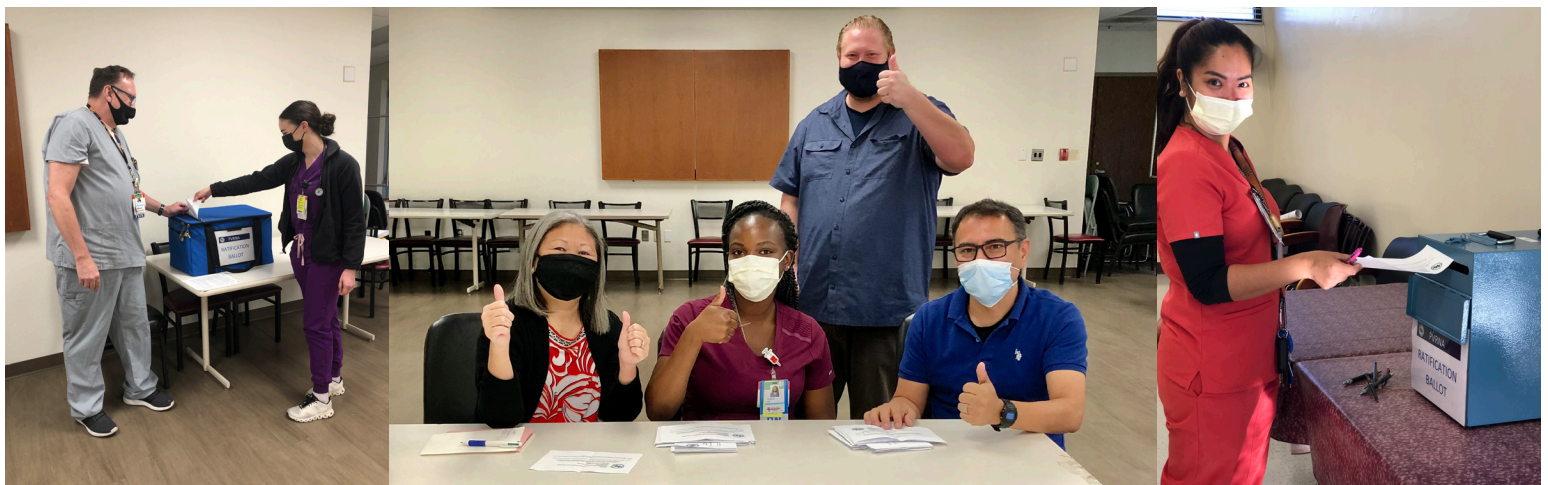
- Having a voice in our workplace
- Significant wage increases
- Improvements to patient care, and recruitment and retention of nurses
- Many new rights and protections afforded by a union contract

What's Next

We'll see our first union contract raise on our 11/19 paychecks.

Right away, we'll begin to set up our UNAC/UHCP affiliate. We'll write our own bylaws, then elect our own officers and stewards (our representatives to help enforce the contract). We'll take our place on UNAC/UHCP's Executive Council.

We'll continue to build our union to improve patient care, our working conditions, and enhance our profession at Paradise Valley and Bayview.



RNs ARE THE



OF PARADISE VALLEY