

10/04/2024

## Union Takes Action:

### Multiple Charges Filed Against Edgewood for Unlawful Behavior!

Since we formed our union, the assisted living facility has committed multiple law violations, prompting us to file several charges with the National Labor Relations Board (NLRB). These actions are vital for protecting our rights as union members, and ensuring fair treatment during these challenging contract negotiations!

The NLRB is the government agency that ensures our rights. When a company violates these rights, we can file a complaint to hold them accountable. Filing a charge, or Unfair Labor Practice (ULP), means we are officially reporting Edgewood's unfair actions.

#### Charges Filed Against Edgewood

##### Changes Without Bargaining with the Union:

- Change to the attendance policy
- Bringing in contractors
- Creating the CMA position
- Implementing a new cares policy
- Introducing smart watches

##### Retaliation Against Union Representatives:

- Attempting to discipline a union officer for engaging in protected activities

##### Continued Failure to Provide Information:

- Ongoing lack of transparency
- Not providing basic wage information
- Not giving information about the CMA position

##### Bargaining in Bad Faith:

- Misleading statements about the CMA position, including false claims that it has always existed at Sierra Hills.

We will not tolerate these behaviors, and we are prepared to file more charges if necessary. We hope Edgewood will come to the bargaining table on October 15 with a better attitude, ready to work together for a fair agreement.

It's vital that we stand united and support our bargaining committee during this critical time. Let's show them that we won't stand for these violations!

## STRONGER TOGETHER!

Stay informed! Sign up to receive text updates  
from your Union! **Scan the QR code** or  
text **SIERRA HILLS** to **47486**

