

BARGAINING UPDATE

The union has been working tirelessly to secure a fair first contract with the company, focusing on key issues such as fair wages, job security, improved working conditions, and respect on the job. Bargaining sessions have involved presenting strong proposals backed by member input, research, and comparisons to industry standards.

While progress has been made in some areas, several important issues remain unresolved, and management needs to feel the full strength of our collective voice. That's why solidarity among all members is more important than ever — when we stand united, participate in actions, and show visible support for our bargaining team, we send a powerful message that we are serious about achieving a fair agreement.

Our unity is our greatest leverage, and continued member engagement will be the key to pushing the company toward a strong tentative agreement that reflects the value of everyone's work. So far, your union has secured the following TAs:

Highlights include:

- **Recognition**
- **Non-Discrimination**
- **Probationary Period**
- **Overtime**
- **Hours Worked**
- **Access to the facility**
- **Bulletin Boards**
- **Disability Accommodations**
- **Standards of Conduct**
- **No Strike/No Lockout**
- **Work Schedules**- Regular standing schedule needs to be changed; a 2-week notice shall be given.

Items we are waiting for responses:

- **Jury Duty**
- **Military Leave**
- **Bereavement Leave**
- **Domestic Violence**
- **Breaks**
- **Sick Leave**
- **PTO**
- **Holidays**
- **Retirement**
- **Wages**

**Fair Contract Now
for Workers at
Squirrel Hill Health Care!**