

# UNION UPDATE

Management has expanded the bargaining unit to include more specialties, we're working to ensure every physician understands what this means, what comes next, and how to get involved. Now is the time to stay connected, ask questions, and make your voice heard.

**We're glad to have you included and look forward to hearing from you and working together toward a stronger future.**

## Our petition

Our original filing followed NLRB guidelines based on amount of inpatient work.



***This was about procedure, not preference.***

## Why You're Included

Mary Bridge responded to our petition, stating they wanted to include additional specialties.

**You are officially part of the union bargaining unit.**



## What This Means For You



You will have a vote in the union election.

You will have a voice and be covered by the union contract once it's negotiated.

You are covered by federal rights that protect you.

## Bargaining

The bargaining team, who will be made up of your colleagues, will work to advance priorities that reflect the needs of the group.

They negotiate for:

**Core protections** such as a grievance procedure, union rights, and retirement benefits

**Specialty-specific** language tailored to your department's unique needs

*Any agreement reached will be brought to all members for a vote before it can take effect.*

## If a Majority Votes YES:

The physician led bargaining team will lead negotiations with management. The mandatory subjects of bargaining in good faith are:

1. **Working conditions**
2. **Hours**
3. **Wages**

