

BARGAINING BRIEF – February 19th

1. Why did the Dietary employees get a bonus check Friday?

They voted to ratify the hospital's offer. When the union refused to allow members to re-vote on JCMC's offer, employees conducted their own election, with no management present. *We assume the union will do what their members want and sign the contract.* Our offer was to give employees a 2% bonus if they voted to accept the offer by February 13th... *which they did.* The bonus was based on JCMC's pay for performance plan for 2012: **if the employees had already been on the plan, they would have gotten 4%!** Next year, we hope to pay out 5% for hitting the goals the Board has set for us.

2. What happens if the union doesn't sign the Dietary contract now?

We are at a good faith impasse in negotiations, so we have *implemented* the terms of our offer. *The employees are now working on the new terms and conditions.* They received their bonus because they voted to ratify the offer before the deadline passed. Because it isn't a "contract" until the union signs it, even if the members voted for it, **dietary employees will not have union dues taken out of their paychecks until the contract is signed by the union.**

3. What about the Professionals?

Unfortunately, the union also refused to allow the professional unit to re-vote, and despite a great effort by some of our professional staff to conduct a vote on their own, they could not get enough people in to vote to ratify the offer. So, they missed the deadline to ratify BUT they will be on the bonus plan next year, and **between the pay for performance plan, and clinical ladder, they can earn up to 13% bonuses next year,** AND sell back a week of unused PTO if they choose.

4. We heard non-union staff also got bonuses Friday, is that true?

Yes. **Non-union employees** (not represented in one of the bargaining units) did start receiving **between 3% and 5% of their base pay in bonus checks.** By March, non-union staff should all receive their bonuses. They are also on the pay for performance plan next year.

5. Has JCMC's offer to AFSCME expired?

No. Employees in the AFSCME units have until February 20th to vote to accept the offer and still receive the 2% bonus. We hope they do just that!

6. If the union doesn't accept the offer will there be a strike?

No. The union could work without a contract as long as it wants... the new terms and conditions provide for **career ladder – with up to 8% bonuses**, more time off for many of our employees, **more flexible paid time off** benefits, the **same grievance procedure, seniority**, and many other features our staff will like when they see it implemented in other units. We expect JCMC to keep moving, meeting the competition, and continuing to work with our staff to provide *ever-improving care to our community.* This is the best offer any hospital has given to a union in New Jersey in 5 years.... we hope the union ratifies it, but if not, and dues stop, the staff will simply notice a larger paycheck beginning this week (no dues taken out).

ASK QUESTIONS. GET THE FACTS. GET HONEST ANSWERS.