



THE STORY OF THE TWINKIE STRIKE GOES LIKE THIS:

1. Company pays employees to make Twinkies.
2. Employees pay the union to give them good advice.
3. Company says "this is our final offer."
4. Union tells employees they can do better, and its picketers chant "SHUT IT DOWN, SHUT IT DOWN."
5. **SO THEY DO.**

LIFE LESSON: sometimes when you pay for advice, you don't actually get what you pay for.

Three years ago, one of OUR unions decided it could do better than the hospital's offer and they refused to sign it. Here is how that went:

1. *The employees did not get a pay raise in year one.* But, the union extended the old contract, so **the union made \$350,000 in dues that year.**
2. *The employees did not get a pay raise in year two.* But, the union extended the old contract so **the union made \$350,000 in dues that year.**

(OVER)

The union can't get its head around incentive pay... (for example, about \$4000/year possible for PCIs and EMTs – more for Respiratory Therapists, Imaging Techs or Paramedics. Here's how that worked out:



1. **Hospital offers 2% bonus upon ratification.**
2. **Union says: “turn that down!”**
3. **Employees take the advice and *lose the bonus.***
4. **Silver lining: contract expires, so dues payments stop, effectively giving employees a 2% base pay increase, for now.**

So far, however, this is not a great track record in the advice department.

NOW, the union has a **new idea**:



Attack the hospital, the CEO, and the leadership team, and “Embarrass” the hospital.

How will that affect the hospital? How will that affect you? You decide.

P.S. Someone *please* help the union to check its facts. In its flyer (the one attacking Joe Scott and the leadership team) it cites *four job descriptions* and *four pay rates*. **It gets HALF of them wrong!**

- There is no “*Radiology Tech*” in the offer. There *is* an *Imaging Tech II*. The pay rate is **not** \$29/hr – it’s \$31.42/hr.
- There is no “*Housekeeper*” in the offer. There *is* an *EVS Worker*. The pay rate is **not** \$11.50/hr – it’s \$13.12/hr.

Half of the pay rates in their flyer were wrong.

Half of the job titles were wrong.

They were wrong about the offer doing away with seniority and the grievance procedure.

Silver lining: at least you don’t have to pay the union for this “advice,” and you won’t until and unless they sign a contract, which could be quite some time.

Has the union given *anyone* a logical reason why it won’t sign a contract?

Surely it is not that the CEO makes more money, since **every wage discrepancy they complain about in their last flyer was a pay rate negotiated into the OLD contract by THIS union.**
(The same contract they collected over \$1,000,000 in dues for negotiating)

**CHECK THE FACTS. THEN EXPLAIN THEM TO THE UNION.
WHEN THEY ATTACK THE HOSPITAL, IT HURTS YOU!**

