

**YOUR CHOICE, YOUR OPINION,
DOESN'T MATTER TO AFSCME. AT ALL.**

WHY?

**THEY THINK THEY'RE ENTITLED
TO YOUR HARD-EARNED \$2 MILLION IN DUES,**

• **DESPITE THE FACT THAT WE VOTED THEM OUT:**

✓ **Close to 400 of us voted, 70% of us TOLD THEM NO**

• **DESPITE THE FACT THAT THEY NEGOTIATED CUTS:**

✓ **0% Increase in Pay for FOUR YEARS**

✓ **2% PAY CUT in FORCED DUES**

✓ **0 Signing Bonus**

✓ **0 Match on the 403(b)**

✓ **half the Life Insurance benefits**

• **DESPITE THE FACT THAT THEY SPOKE OUT AGAINST
THE EMS CONTRACT WHICH WOULD MEAN:**

✓ **the loss of their OWN MEMBERS' EMS JOBS**

✓ **AND the loss of MANY OF THEIR OWN MEMBERS'
JOBS IN THE HOSPITAL**

NOW, THEY ARE TRYING TO FORCE THEIR WAY BACK IN

TRYING TO SELL US OUT FOR THEIR DUES!

**THEY WANT US TO TAKE A 5% PAY CUT,
SO THEY CAN MAKE \$2 MILLION???????**

**THEY ARE GOING TO HOLD A SHAM VOTE
TO RATIFY THE CONTRACT
WHERE THEY RIG THE RESULTS??**

• ONLY UNION MEMBERS CAN VOTE?

✓ How many of us are still paying dues and are members? TWO?!

✓ Do you have to be paying dues to them to vote?
YES!

✓ Where are they having it? OFF SITE!

✓ Who counts the votes? THEY DO!

✓ What are you voting on? YOU AREN'T ALLOWED TO
SEE THE CONTRACT UNTIL YOU GO VOTE!

✓ **AND THEY COMPLAINED ABOUT THE HOSPITAL
POLL???? LYING HYPOCRITES!!!**

**IF THIS VOTE PASSES – AND THE UNION WILL
RIG IT TO PASS,**

We get no increases for FOUR YEARS!

**We get a 2% PAY CUT in FORCED DUES!
We lose our better, non-union BENEFITS!**

IT IS TIME, EVERYONE

- 1. GO VOTE AGAINST THE CONTRACT AND THE UNION** ON FRIDAY AT THE UNION RATIFICATION VOTE (**READ THE BALLOT CAREFULLY**), WE SHOULD BE ABLE TO VOTE – WHETHER WE PAY DUES OR NOT
- 2. SIGN A CARD** – IT'S THE ONLY WAY TO BE SURE – BECAUSE WE HAVE NEVER KNOWN THIS UNION TO RUN A FAIR VOTE
- 3. THEN TELL THE HOSPITAL, TELL THE UNION, TELL THE NLRB:**

ONCE AND FOR ALL:

**WE WANT AND ARE ENTITLED
TO AN NLRB ELECTION NOW**

**PRINT AND SIGN THE ATTACHED CARD AND
GIVE IT TO MIKE FLORES ON YOUR BREAK!**

**AND CHECK OUT THE [JCMC PAGE ON STOPUNIONS.COM](#), A
HEALTHCARE WEBSITE RUN BY A CALIFORNIA CRITICAL
CARE NURSE**