

## United We **MARCH** for Our Future

This week our UMPNC/MNA bargaining team met with management Monday through Wednesday, exchanging comprehensive proposals on the remaining issues.

As **NURSES**, we share a vision of a just and humane health system that prioritizes patient care, respecting the knowledge, experience, and wisdom of frontline caregivers.

As a **UNION**, we have made tremendous strides over the past forty years in making this institution a great place for RNs, patients, and the wider community.

**Now we are fighting to keep that tradition going.**

While we saw some movement from management on general wage increases and several non-economic issues, **fundamental differences remain on issues such as staffing, retirement, committee representation, and prescription copays.**

The University still refuses to include staffing numbers in the contract, nor will it agree to a binding dispute resolution procedure in regard to staffing decisions. **We believe the University should be both transparent and accountable in regard to staffing, especially in light of the health system's aggressive expansion strategy. New buildings should not come at the cost of safe patient care.**

The University seeks to limit retirement contributions to base pay only, meaning that our retirement accounts would see losses of at least hundreds of thousands of dollars over the course of our careers. **There is no reason to bleed our retirements.**

**NURSES have built the recent surpluses that have paved the way for the health system's expansion. A just and equitable growth plan does not build on the backs of NURSES.**

**NURSES have achieved many significant things through the course of these negotiations**, including mechanisms to empower those who experience sexual harassment, increased off-shift and weekend differentials, increased on-call pay, increased professional development funds, stricter limits on mandatory overtime, and more. We also have successfully fought back against unfair demands made by management.

**But we cannot stop now. Too much is at stake.**

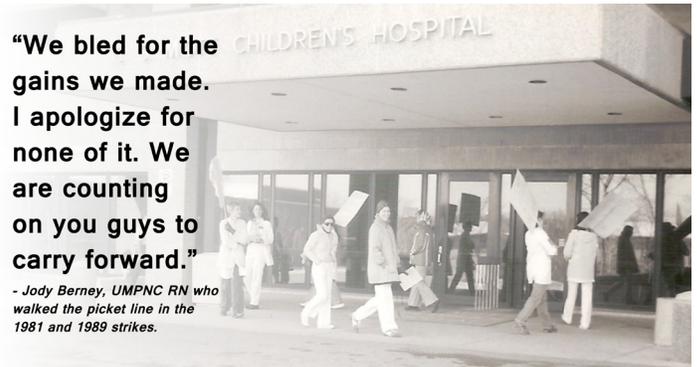
Our strength has come from the thousands of **NURSES** who have spoken on behalf of themselves, each other, and their patients. Our strength has come from our moral vision of a healthcare system that respects **NURSES** and serves its community with integrity.

This is when we are at our strongest: as **NURSES** united in one big union, pressing forward with a shared vision for our future.

This Saturday, July 14, join thousands of your fellow **NURSES**, community members, and their families, as we march together. See the other side of this bargaining update for rally details.

**"We bled for the gains we made. I apologize for none of it. We are counting on you guys to carry forward."**

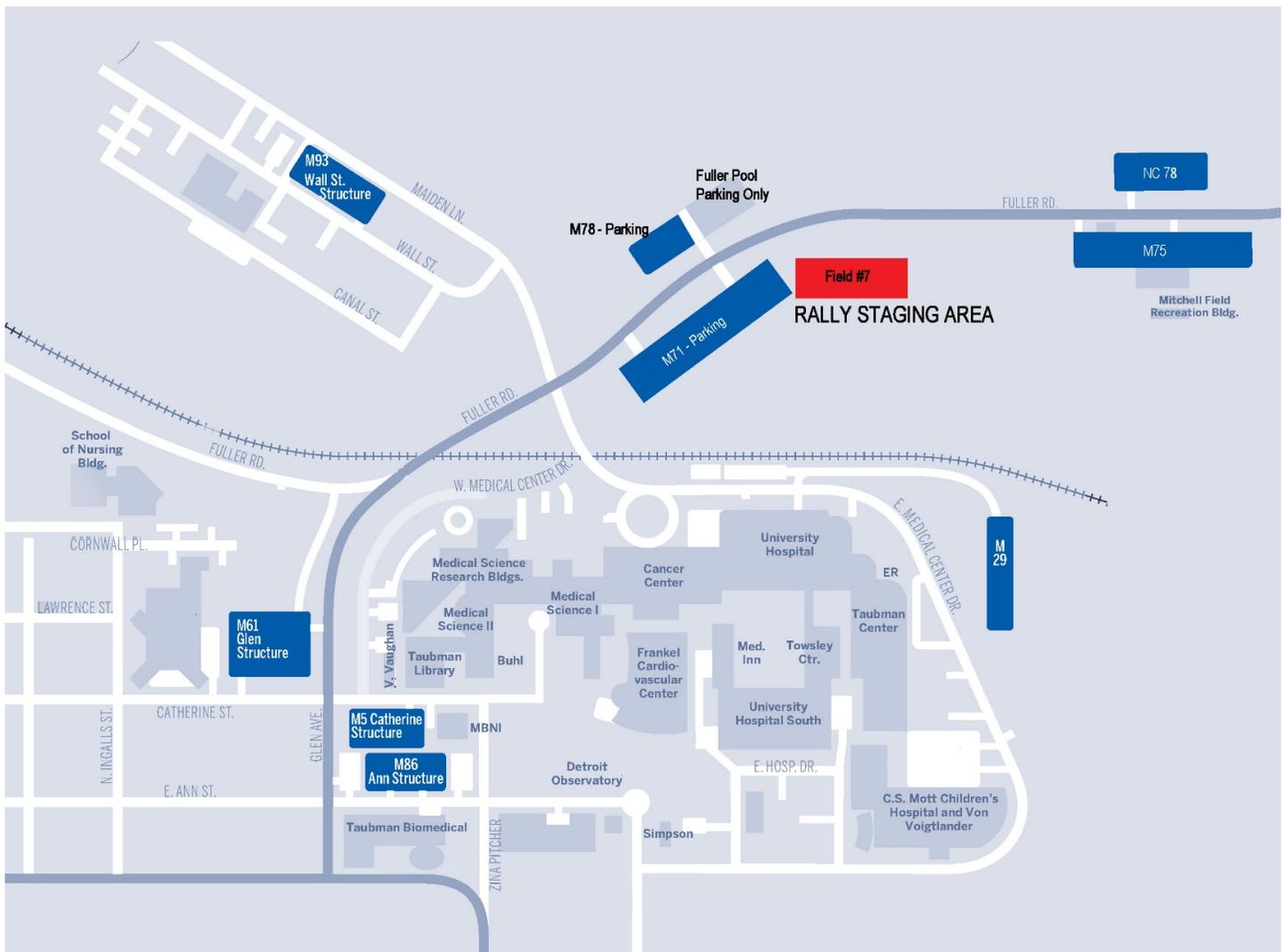
- Jody Berney, UMPNC RN who walked the picket line in the 1981 and 1989 strikes.



# UMPNC Informational Picket/Community Rally

Saturday, July 14  
Fuller Park, Field #7  
10 a.m. to 1 p.m.

Parking is extremely limited; please plan to carpool or take public transportation. **If you have a parking permit, please park at a permitted lot.** Additional parking that does not require a permit is shown on the map below in blue.



RSVP to the Rally at: [bit.ly/UMpicket](https://bit.ly/UMpicket)