

HCA Negotiations Kickoff with Strong Member Support



Bargaining Update April 2019

Negotiations Began April 17 With Union Giving a Comprehensive Package Proposal

Your Bargaining Team presented a comprehensive proposal to HCA and their outside attorney. We showed HCA we are ready to settle a fair contract swiftly.

Our proposals included our key priorities identified in the bargaining survey that will allow for the recruitment and retention of top health professionals who provide quality and safe care for our patients. This means a contract that includes:

- Market rate salaries, Cost-of-Living-Adjustments, and shift differentials
- Affordable and secure Healthcare and Retirement Benefits
- Adequate staffing and scheduling predictability



With HCA revenues for 2018 totaling \$46.6 billion, these demands can easily be met. It is time for HCA to put patients before profits!

ESC Local 20 Members Sticker Up: Patients Before Profits!



Members “stickered up” to show strength, unity, and support for their bargaining team and a fair contract. Some Managers tried to intimidate members from wearing their stickers, but we knew it is our legal right to do so. Eventually, HR agreed with the Union that wearing stickers or buttons at work is our right.

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