

Spectrum Voice



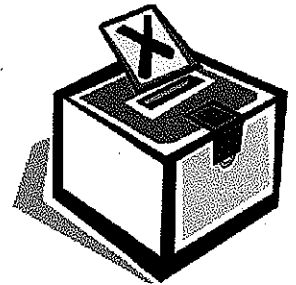
Strike Vote Update • 1199 Members at Birmingham, Hilltop, Laurel Hill and Park Place • July 20, 2009

We Did the Math & We're Ready to Fight

The 1199 Members have spoken — **loud and clear.**

We added up all of Spectrum's cuts and decided **we can't afford not to fight** for a reasonable wage increase and to keep our paid time off:

After delegates and leaders from all four chapters met last week, we held strike authorization votes at Birmingham, Hilltop, Laurel Hill and Park Place. The vote was overwhelming. By a huge margin, the members at the four facilities have approved **sending a ten-day strike notice when and if necessary.**



The next negotiations is set for Tuesday, July 28th for Hilltop. Spectrum has to come to the table prepared to negotiate, not to dictate what our contract will be. **There is no good reason why Spectrum can't settle this at the bargaining table without a strike.** Eleven other nursing homes — big and small, for-profit and non-profit homes giving the same kind of care to the same kinds of residents as we do — have already settle decent contracts giving 2.5% wage increases in the second year and protecting members' benefits.

Spectrum is exploiting the current economic crisis to cause fear and panic — that's their message to us. **Our** message to them must be that **we are strong, we are united and we are ready** to protect the hard-won gains of the past and prepare to move forward in the future. The best way for us to *prevent* a strike is to make sure Management knows we're willing to stand up for ourselves.

Congratulations to the hundreds of Spectrum 1199^{ers} who took that stand by voting YES to authorize a strike, if necessary.

1199 members at Kindred, St. Mary's Home, Orange Health Care and Paradigm (new Marathon) members were ready to fight — and they won new contracts.

With our strike vote, we're telling Spectrum:

We're ready to fight for our fair contract, too.

Spectrum Voice

Important Negotiations Update for 1199 Members at Birmingham, Hilltop, Laurel Hill and Park Place

We Can Do the Math!

When we asked Spectrum at negotiations how much they would save from their major cuts to our benefits, the answer was *"We don't know."*

Well, we can do the math and we *do* know:

$$\frac{2009}{0\%} + \frac{2010}{0\%} + \frac{2011}{2.5\%} = 3 \text{ Years until we get a Raise!}$$

Yet Spectrum had enough money (and math skills) to give their non-union nurses **2% this year.**

Losing Time = Losing Money!

2 Holidays x 2 years = 4 Lost Holidays

3 Sick Days x 2 years = 6 Lost Sick Days

1 furlough days x each week of vacation = Up to 10 lost vacation days!
(for long-term employees)

Dollars and Sense:

Spectrum 1199 Members would lose real money!

If you earn the CNA minimum, every day that you lose is worth at least \$108.40. Even for a new Spectrum employee the math just doesn't add up:

$$2 \text{ years} \times (2 \text{ holidays} + 3 \text{ sick days} + 2 \text{ vacation days}) = 14 \text{ lost days} = -\$1,500$$
$$-\$1,500 + 0\% \text{ increase} + 0\% \text{ increase} = \text{UNACCEPTABLE!}$$

Kindred and St. Mary's Home and Paradigm (new Marathon) members protected everything in their contract — No Givebacks!

It's time for all four Spectrum homes to stick together and fight for our fair contract.

We can't afford Spectrum's big cuts → Vote YES to Strike!