

# Vote no for Union

IMPORTANT

## DO THE MATH

They are offering us a **16%** pay raise over three years. Why should we accept **16%** when the nurses got **22%**. Here is how it breaks down.

	1st yr.	2nd yr.	3rd yr.
	6.0%	5.0%	5.0%
Union dues	- 2.1%	- 2.1%	- 2.1%
equals	3.9%	2.9%	2.9%
Normal tenet			
pay raise	- 3.0%	- 3.0%	- 3.0%
Equals	0.9%	- 0.1%	- 0.1%

The reality is why do we want to accept a total of a **0.7%** pay raise over three years but give the union **6.3%** or looking at it this way why would you take a **0.7%** raise when without the union you will get a **9%** raise. The math just doesn't add up.

The Company pays for our medical insurance, what is the union offering to better that.

We already have a 401K and a stock option plan and the company will give up to 5% in the matching program. The union by there contract is offering a 1%. Why should we go backwards on this.

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The agreement in voting for the union states we cannot strike for 10 years. This is the agreement between tenet and the union. Why should we agree to give up the one greatest power a union has on its side.

**NO**

We already have in place rules that prohibit mandatory overtime. State law prohibits companies from requiring mandatory overtime. This is no change.

**UNION**

We have never had a reduction in pay, we get yearly pay raises based upon your evaluation. In fact the hospital raised our pay to be more competitive in the orange county area. We didn't even have to bargain for this.

**NO**

Why should we bring a union into the mix of our hospital when everything they say we will get for the most part we already have. The union is trying build a mirage and is betting we fall for all there rhetoric. As far as I can read in the model contract it tells me we don't need them.

**RULES**

We should always reserve the right to make up our own minds and not let anothers selfish and political agendas decide what is best for us.

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