



Learn the Truth about Union Promises

Union organizers may make lots of promises to get your support – just as 1199C did at Jefferson Frankford and PASNAP did with nurses here at Einstein Medical Center Philadelphia. They may tell you what you want to hear to convince you to sign a union card or petition. The truth may be different than what the union tells you.

Union organizers may promise...	The truth is...
...they will get you higher pay	<ul style="list-style-type: none"> ○ 1199C organizers promised 9% pay increases to Jefferson Frankford employees during its 2018 organizing campaign. But after 12 months of negotiations, 1199C negotiated no wage increase in 2019, a 2% increase in 2020 (or be raised midway to \$15 per hour when other Jefferson Health employees were moved to \$15 per hour). Plus, these employees: <ul style="list-style-type: none"> ○ Did not receive the 2% pay increase provided to other Jefferson Health employees in 2018; ○ and ○ Were unable to participate in a paid-time-off (PTO) buyback plan ○ PASNAP failed to get the Temple University Hospital wage rates they had promised to Einstein nurses.
...they will get you better staffing	<ul style="list-style-type: none"> ○ There are no minimum nurse-to-patient staffing ratios in PASNAP’s labor contract with Einstein (or any other PASNAP contract). ○ Management protects its right to determine staffing through management rights language in the labor contracts it negotiates; staffing is not a mandatory subject of bargaining.
...they will get you more equipment and supplies	<ul style="list-style-type: none"> ○ There are no commitments for supplies or equipment in the labor contract between PASNAP and Einstein. ○ There also aren’t any commitments for more supplies or equipment in the Thomas Jefferson University Hospital collective bargaining agreement with 1199C.

1199C and PASNAP failed to deliver on their promises at Einstein and Jefferson.
Be careful about believing what they say they can do for you – there are no guarantees with the collective bargaining process.