

Beware of Union Misinformation

Union supporters and organizers often spread rumors and share incorrect information when they are trying to get you to support the union and sign a union authorization card or petition.

We are committed to making sure you have the facts.

Myths

The union will get us a \$5 an hour pay increase.

The Truth

This has been a common myth spread by union supporters and organizers. The union is allowed to make promises like this, but there are no guarantees in contract negotiations. Your wages and benefits may remain the same in a contract agreement, they may go up or they may go down. Wages and benefits are mandatory subjects of negotiation should the union win an election, and a union has no crystal ball that can predict what you might actually wind up with.

Myths

The retention bonus for RNs does not include the same requirements and penalties as the retention bonus for other positions like Primary and Residential Therapist SW Group and MHTs.

The Truth

This is not true. The retention bonus works the same for nurses as it does for all other positions for which a retention bonus is offered at Carrier Clinic. Nurses must be in good standing and meet all criteria, which includes things like **NOT** having received any Level II or Level I third warning (probation) disciplinary action during the current bonus period and **NOT** being on an active Performance Improvement Plan (PIP) in the month the retention bonus is due. Retention bonuses are offered to strengthen our workforce and retain the top talent that we have at Carrier Clinic. These programs are fair, equitable and harmonized at Carrier Clinic and across the Hackensack Meridian *Health* (HMH) network.

Myths

Nurses get hazard pay because the union fought to get it for them.

The Truth

This is another myth that union organizers and supporters have been sharing. This is not true. Nurses at Carrier Clinic do not get hazard pay. In addition, no nurses in the HMH network get hazard pay. We know that hazard pay is a popular topic, and we regularly review our practices to make sure we are competitive with other networks like ours. No decisions have been made to change our current policies. That doesn't mean that we might not consider it in the future.

Myths

Only union nurses at Carrier Clinic get float pay because the union got it for them.

The Truth

This is also **NOT TRUE**. Union nurses at Carrier Clinic receive float pay just like all nurses across the HMH network, whether they are unionized or not. This is harmonized for nurses across HMH. Our float policies and pay are offered to our nurses as part of our comprehensive pay offerings.



Let's keep working together



Hackensack Meridian
Carrier Clinic