

**OUR VOICE. OUR HOSPITAL.**

# **OUR UNION!**

**SIGN A UNION CARD TODAY**

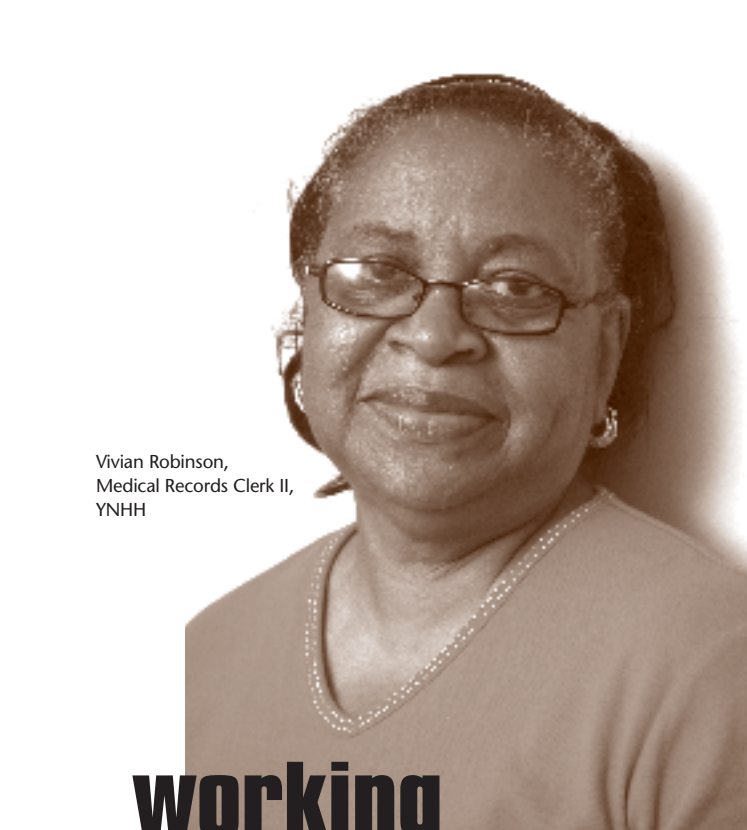
## Does having a union mean a difference in the money you make?



Evelisse Calo, Clinical Receptionist 2, Yale Cancer Center, Member, Local 34

**Evie Calo worked at YNHH and Yale University, and she knows it's true.**

*"There's, a certain prestige and honor that comes with the Yale name—whether it's the hospital or the university. I'm really proud that I've worked for both. I worked at YNHH as a scheduler for almost a year, and then I was transferred to work for the University. It was strange: on Friday I came to work with a YNHH ID badge and on Monday I came to work with a University ID badge. I worked with the same patients, did the same work. The only difference was my ID and my paycheck. As a YNHH employee with no union, I made \$12.15 an hour; as a union member working for the University, my pay immediately went up to \$15.88 an hour. Just a few months later, I got the regular cost-of-living increase negotiated by the union and my pay went up to \$16.88 an hour. So in less than a year, my pay went up over \$4 an hour doing the same work in the same place. When you do the math, it's an even bigger difference: When I moved to the University, I gained an extra \$8,590 over that year."*



Vivian Robinson,  
Medical Records Clerk II,  
YNHH

**Vivian Robinson knows it's true. That's why she signed a UNION card.**

*"Back when I started, I just wasn't making enough. At the time, I had five children at home and I helped out with four grandchildren. I took all the overtime I could and worked six days a week. Sometimes I came to work at 3:00 a.m. and stayed late. On weekends, I worked midnight to 8:00 a.m., then went home to get some rest. I was so tired, but God gave me strength to keep going. I took all my children to church every Sunday and worked even harder to send my twin boys to West Virginia Wesleyan University. Scholarships covered their first two years, but they were not able to finish and money was part of the reason. Now my children are grown and I don't have to work so hard, but money is still an issue. After almost 17 years at YNHH, I'm barely making \$15 an hour. That's why I decided to join the union. To my co-workers who are still undecided, I say join now so future generations at YNHH can have things easier than I did."*

**working  
TOGETHER  
works**

FOR OUR FAMILIES • FOR OUR FUTURE

FEDERATION OF HOSPITAL AND UNIVERSITY EMPLOYEES AT YALE  
1199/SEIU ORGANIZING COMMITTEE AND LOCALS 34 AND 35  
203-785-1367 • [www.ynhhunion.org](http://www.ynhhunion.org)

# Can YNHH Afford Union Wages, Pensions and Health Benefits?

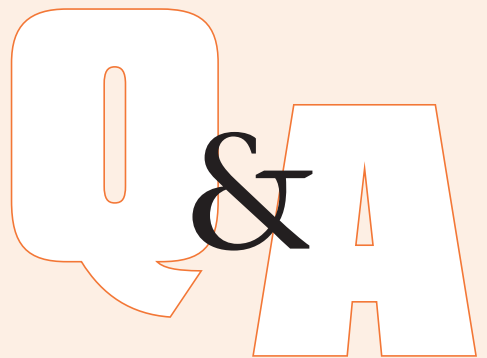
Some have said that paying union wages might be too much of a financial burden for YNHH. The fact is that YNHH is profitable. It can afford to provide better wages and benefits.

## Total Profit for 2005

	Total Profit
Yale-New Haven Hospital	\$51,900,000

Source: Yale-New Haven Hospital, Inc. Statement of Operations and Changes in Net Assets for year ended September 30, 2005

**working  
TOGETHER  
works**



### **Q. Do I have to sign a card? Can't I just vote "Yes" in the election?**

Of course you can vote "yes," anyone can vote "yes." But there will not be an election until enough people commit to vote "yes" by signing a union card. The Union will only file for an election once it's clear that well over a solid majority will vote "yes."

### **Q. I've heard supervisors are approaching people to say bad things about the union. Can they do that?**

No. Supervisors starting any kind of conversation about the union is a violation of our agreement with YNHH. Sometimes it takes supervisors a little time to get used to new rules about what they can't do or say. If you think that your supervisor may be doing or saying anything inappropriate, you should call the Union office and report it.

Also, hospital supervisors are not allowed to say anything disparaging about the union just as the union is not allowed to say such things about the hospital. If you hear supervisors saying anything negative about the union, you should let a co-worker on the organizing committee know, or call the union office.

## COMPARE THE UNION DIFFERENCE

### **FEDERATION OF HOSPITAL AND UNIVERSITY EMPLOYEES AT YALE.**

1199/SEIU Organizing Committee  
Suite 521  
129 Church Street  
New Haven, CT 06510  
203.785.1367  
[www.ynhunion.org](http://www.ynhunion.org)



Evie Calo  
Yale University



Vivian Robinson  
YNHH

Presort First Class  
U.S. Postage  
PAID  
Hartford, CT  
Permit No. 225