

# *Respect* for BIDMC Workers



**Many of us who have dedicated years of service to BIDMC feel disrespected when...**

- We are told that we can't get a pay raise because we're at "the cap," and...
- We never had input in negotiating the wage rate, much less "the cap," and...

Another example of disrespect:

- Dedicated long term employees are told to train new staff...
- Without receiving any compensation for our work as mentors...
- Then learning that the people we're training are making as much or more than we are...
- Or finding out that the new person we're training has been given the higher position that we have been seeking.

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**These are some of the reasons we're joining together as a *Union!***

- So we can negotiate higher wage rates...
- So that we can negotiate wages and benefits that start as high as possible (and go up with years of service) – not "maximums"...
- So that we can bid on open positions with fairness; not favoritism. Of all workers who are qualified for a job, the most senior should be chosen.

**Together, as a Union, we can make BIDMC a better place for each other and our patients – A place of respect!**



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