

What are union dues?

Our employer has virtually unlimited resources. They are choosing to use those funds to prevent us from having a meaningful, legally enforceable voice at work. That's why union dues are important.

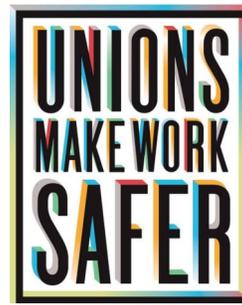
We need our own, independent resources to combat Hartford Healthcare's attack on our wages, our safety, and our rights.

If we want to negotiate contracts for better wages, benefits, and working conditions, we need to pool our resources together.

We are at the mercy of Hartford Healthcare if we don't act collectively, and that includes paying dues so we can fight for what we deserve collectively.



HARTFORD HEALTHCARE ORGANIZATION
OF PROFESSIONAL EMPLOYEES



How unions make a difference.

- Unions make workplaces safer for all working people. They create safe spaces for their members to raise concerns without fear of retaliation from their boss. This has led to better pay, stronger job security and improved benefits.

That is especially true for health professionals employed by large chains, such as Hartford HealthCare (HHC).

- Thanks to their union, registered nurses and allied health professionals in Windham Community Memorial Hospital's maternity ward were placed in other jobs when HHC chose to arbitrarily close the unit ward. No one was laid off as a result.
- AFT has lifted up healthcare professionals throughout the COVID-19 crisis by securing contractual rights and ensuring members had a voice on pandemic matters.
- Because they had a union, registered nurses, therapists and educators at Natchaug Hospital spoke out when they were denied fit-testing of N95 masks. They ultimately took their case to the federal government's workplace safety agency, which investigated the matter and issued a citation and fine against HHC. No one was subjected to retaliation as a result.



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The Union Difference

Unions are the voice of working people.



HOPE Vision Statement

HOPE is the Hartford Healthcare Organization of Professional Employees of Backus, Natchaug and Windham Hospitals who, in solidarity, are committed to providing the highest quality care to our families and community. We believe that by uniting and elevating the voices of our frontline workers, we become the best advocates for our patients and each other. We are proud to be the H.O.P.E. of the region.



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SHERRI DAYTON, RN

Emergency Dept., William W. Backus Hospital
President,
Backus Fed. of Nurses, AFT Local 5149

“For many jobs, the wages at Backus haven’t kept up with other area hospitals. As an RN, I’m grateful that I have a union because it gives us a seat at the table and allows us to better advocate for ourselves and our patients. We’ve been able to achieve significant wage increases and benefits through having a union. This is our hospital, our home, our friends and family receive care here and it should be a great place to work.”



Benefits of a Union Voice

Better pay

Health professionals in unions earn 11% more on average than similar workers without unions. Stronger unions set wage standards that help all health professionals.

Better benefits

Ninety percent of union workers participate in a retirement plan (of any kind), compared with 75% of nonunion workers.

Better job security

Connecticut is an “at will” state, meaning you can be fired for any or no reason, but with a union contract, health professionals have “just cause” protections that shield them against discriminatory disciplinary actions and terminations.

Better patient care

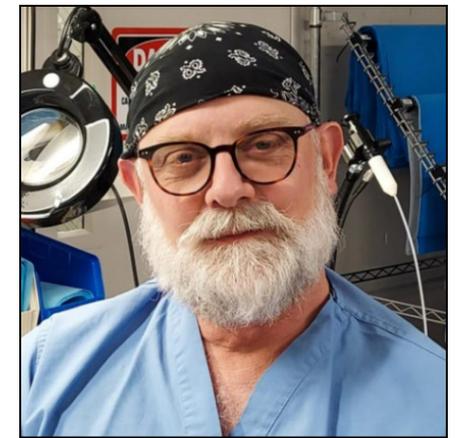
When health professionals are able to bargain with their employer, they raise the standard of patient care and improve patient outcomes.

Better advocacy

AFT Connecticut is the largest representative of acute care hospital professionals in Connecticut.

The state federation also represents health professionals in other settings, like school and campus-based clinics, community health centers and in home healthcare.

We are better with a Union.



FRED ALLETTO

Senior Sterile Processing Technician
Windham Comm. Mem. Hospital (WCMH)
VP & Chief Steward,
WCMH Employees United, AFT Local 5099

“I was outraged when I heard that Backus Hospital employees had all their sick time ‘sunsetting’ and stolen from them without compensation. That would’ve happened to me, too, if I still worked there. I got to keep mine because of our union at Windham Hospital. The chain will continue to take from you unless you unite for a voice at the table to speak up for yourselves and a fair contract to protect your pay and benefits.”



To learn more and get involved, contact us at:
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