

# NURSES WIN BACK PAID LEAVE BENEFITS

## Without making any concessions to MMC

Maine Med took away paid parental, bereavement, military and jury service leaves from union nurses last December. Of course, nurses were outraged when this happened. But we decided immediately to win back our paid leaves, retroactive to when they were taken away, without any concessions. And that is exactly what we have just done.

Today, we won back the exact same leave that was taken away from us in December. It took a two-month fight, both inside and outside of the hospital. Now these leaves will be explicitly stated in the contract so that this situation will not ever happen again. And, these paid leave benefits will be honored retroactively to the date of our contract ratification (September 22, 2022). **If you were denied paid leave because the paid leave did not exist at that time and you went unpaid, you will be made whole.** If you have not taken parental leave or bereavement leave and are still within the eligibility windows (within 16 weeks of birth or 7 days of a loved one's passing, respectively), you will be granted that paid time now. We made no concessions to management to win back these leaves. In addition, we won some new benefits for union nurses:

- We won agreement that Covid positive nurses can take unpaid leave, without taking PTO.
- Salaried nurses who pick up extra shifts in their departments will now earn time and ½.
- One Call nurses (who are salaried) will now receive the night AND night weekend differentials, retroactive to contract ratification.
- We won a new, hospital-wide system of "Senior Perks" that will reward the most senior nurses in each department.
- We won agreement from MMC that they will ALWAYS meet and discuss with us any changes to practice that are not covered by the contract.
- And, we secured the additional pay that is earned by SAFE and SIDT nurses in the ED.

**When we fight, we win!**

**FEBRUARY 17, 2023**

### Bargaining Team

Jason Huchel, ASU/PACU  
Lucy Dawson, ED  
Nadine Kern, Critical Care  
Emily Wilder, Cardiac  
Janel Crowley, OB & Infant Care  
Michele Flaherty,  
Mother/Baby/Child  
Mary Kate O'Sullivan, Med-Surg/Psych  
Annika Moltz,  
Procedural/Med/Surg/Tele  
Madison Light, Float Pool  
Jonica Frank, OR

### Lead Negotiator

Todd Ricker 207-347-0126

Make the union even stronger.  
Join us!

