

CARING FOR OUR COMMUNITY

MSNA
Maine State Nurses Association

NNOC National Nurses
Organizing
Committee

NNU National
Nurses
United

The National Voice
for Direct-Care RNs

HSM Workers United for Our Patients and Community

Nurses, hospice aides, social workers, chaplains and others at Hospice of Southern Maine (HSM) organized a union last May with the Maine State Nurses Association/National Nurses United. We wanted to improve patient care particularly by addressing issues of safe staffing, including improved recruitment and retention. As hospice workers, it is essential for us to have a voice in our workplace so that we can boldly advocate for our patients. Since September, we have been in negotiations for our first contract to address these issues and more. However, management has refused to bargain a fair contract by engaging in costly delay tactics, as well as behavior to discourage the improvements that we seek. We have filed charges with the National Labor Relations Board which include issues of retaliation and other anti-union activity from HSM management. Some major areas of concern for us are:

- **Insufficient Staffing Has Resulted in Bed Closures and Reduced Patient Care Capacity** — HSM administration has REFUSED to address our concerns over patient care improvements, such as having enough qualified staff to care for the loved ones in our community who are in need of hospice care. Inpatient services has reduced capacity (six beds have been closed) due to insufficient staffing. We have submitted a proposal that addresses staffing levels and the acuity of patients but management will not address these issues. We have been urging management to work with us in negotiations over such issues as staffing, recruitment and retention, scheduling, and safety, because these are the most important issues to us.
- **Professional Practice Committee (PPC)** — Management has REJECTED a staff-led Professional Practice Committee which allows caregivers, independently, to address practice issues and



How You Can Support Workers at Hospice of Southern Maine

Here are three ways you can support HSM workers:

- Call Hospice of Southern Maine CEO, Daryl Cady, 207-289-3661
- Call or email the Hospice of Southern Maine Board of Directors (contact information on the back)
- Sign our petition

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advocate for the highest level of safe, effective, and therapeutic patient care with real accountability from management.

- **Civil and Human Rights —** HSM administration is demanding that in order to have a union contract, staff must waive aspects of our federal and state protected rights including discrimination based on age, race, gender, sexual orientation, and sexual identity. This is an example of the unwillingness on the part of the administration to negotiate with us over key issues that would benefit patients and staff.
- **Fairness at Work —** HSM has refused to commit to a fair workplace that prohibits intimidation and favoritism. An unfair workplace is bad for morale and the ability to keep and recruit staff. Management has made it clear that they are opposed to staff having supportive representation on the job if needed.

Hospice workers deserve a fair and just contract with no more delays or retaliation.

We have been reaching out to our Board of Directors and to many of you in the community to share what is going on. We ask for your support in settling a fair contract that will respect the work we do and the patients we care for. Your support and actions matter! Please help us to continue to move forward.

For more information please contact:

Jennifer Nappi

207-401-8792

jnappi@nationalnursesunited.org



Hospice of Southern Maine CEO:

Daryl Cady, CEO, Hospice of Southern Maine

207-289-3661 • dcady@hospiceofsouthernmaine.org

Hospice of Southern Maine Board of Directors

Adam Walker | adam@conroytullywalker.com

Annette Gosnell | alg2@roadrunner.com • 207-985-7635

Barry Hobbins | bhobbins9@gmail.com • 207-480-1216

Chris Coon | coonc@mmc.org

Donna DeBlois | ddeblois@mhcah.org

Edward J. McGeachey | ejmcgeachey@smhc.org • 207-625-4319

Gayle Brazeau | gbrazeau@une.edu • 207-899-4024

Heidi Hansen | hhansen3@maine.rr.com • 207-772-0177

Laura Madigan-McCown | lmadiganMc@mmc.org

Maryanna Arsenault | arsenault.maryanna@gmail.com • 207985-8086

Melanie Feinberg | feinbm@mmc.org • 207-839-4755

Miriam Leonard | maleonard@fchn.org • 207-883-2973

Nate Wilson | newilson@smhc.org • 207-967-0558

Paul Wolf | paul.wolf@lpl.com • 207-985-9901

Rebecca Kowaloff | rekowaloff@snhc.org

Theresa Desfosses

theresa@statemanufacturedhomes.com • 207-747-4686

Theodora J. Kalikow | Kalikow@maine.edu

Tracey Weisberg | weisbt@newecs.org • 207-885-7600