

The Union Difference



“I want us as floor staff to have power at the decision-making table because we are the ones who understand best the support and resources we need.”

Michelle Broaddus, RN – Med Surg



“I believe we should have the legal right to negotiate with management over our working conditions. And right now, we don’t have the opportunity to exercise that right.”

Benson Canfield, RN - ICU

| | UVMHC Union Nurses | UVMHC Union Technical Professionals | Porter Medical Center Union Nurses | CVMC Non-Union Nurses & Techs |
|---|--------------------|-------------------------------------|------------------------------------|-------------------------------|
| Right to bargain over Wages, Hours, & Working Conditions | ✓ | ✓ | ✓ | NO |
| Negotiated Pay Scales and Raises | ✓ | ✓ | ✓ | NO |
| Career Ladders/Clinical Advancement Programs | ✓ | ✓ | ✓ | Still Waiting... |
| Mechanisms for management Transparency and Accountability | ✓ | ✓ | ✓ | NO |
| Due process for discipline and discharge | ✓ | ✓ | ✓ | NO |



“I’m sick of watching my coworkers leave CVMC time and again because their experience and insight isn’t valued. I’m building our union so we as floor staff have a voice in creating policies that retain employees rather than pushing people out.”

Thorin Morrow, RN – WACU



“I’m building our union so we can provide better patient care and show that if we put heads together and come to a common agreement, everyone will be happier. I want a livable and fair wage, so I can feed my family comfortably, so we can recruit staff more easily and deliver higher quality patient care. We work hard and barely get any show for it. I want my son to see that hard work pays off and that his dad can fight for something worthwhile.”

Ryan Baker, ED Tech II

