We Have a T.A.!
Historic Gains Achieved

The bargaining committees of New York Presbyterian, Mount Sinai, Sinai West, St. Luke's, and Montefiore are pleased to announce that we reached a tentative agreement (TA) early Tuesday morning, making significant progress on all of our core issues. **The TA includes a $100 million commitment for additional staffing**, allowing for hundreds of additional nurses to be hired in these hospitals.

A detailed summary will follow, but highlights of the TA include:

- **Enforceable Staffing Ratios**: We have finally achieved the goal of having staffing ratios spelled out in the contract with a meaningful enforcement mechanism. This sets a standard not just for New York, but for the nation.

- **Four Year Agreement**: Our agreement ensures staffing, security, and strength for the next four years, expiring Dec. 31, 2022.

- **Industry Leading Wage Increases**: With minimum wage increases of three percent (3%) in each year of the contract including retro, we have secured industry leading wages for our profession.

- **Retiree Health Benefits**: For all facilities, we were able to achieve benefits, allowing members to maintain health benefits after early retirement (subject to key conditions).

Several other agreements were reached on priority issues at the local bargaining tables. This agreement was only achieved through the unity of thousands of nurses, exercising our power to win for our patients, our communities, and ourselves.

**STAY TUNED FOR RATIFICATION DATES**

For more details, contact your representative or a member of your negotiating committee.