



Human Services Workers Organize Together for REAL Changes!

SIGN THE UNION CARD TODAY!

Human Services Department workers across the City of Virginia Beach have been organizing a citywide Union. The new law went into effect May 1, 2021 allowing city workers to Collectively Bargain a union contract with the City Manager. Human Services workers provide care for people with special needs. To provide quality care there must be some basic rights and standards that every care worker has a right to expect.



1. Wage increases that recognize our years of service and experience.

We are decades behind in our pay after many years of 0-2% raises. The merit system keeps our wages artificially low. Even workers with 20 years of experience haven't reached the top of the pay scale.

2. Transparency and respect for Seniority in assignments & scheduling

Many of our assignments changed due to COVID, which made our work more difficult. Workers are very stressed and quitting in large numbers.

3. Safe Workloads and Resident-to-Staff ratios

We are given workloads and resident-to-staff ratios that are unreasonable, placing our health and safety at risk. This also violates the rights of those we care. We cannot provide adequate care without adequate resources.

4. Updated training techniques & sufficient equipment to insure safer working conditions

and quality care for the residents and clients. In some areas, there are not enough hoist lifts. Workers backs have been injured. The city often expects us to exceed OSHA safety expectations such as limiting lifts to 50 lbs. New employees are often rushed on to the floor without proper training.

5. Paid lunch breaks to rest our minds and bodies

Many areas are understaffed and do not allow us time to take lunch breaks. Some are only given 15 minutes. Working 10 hours with no breaks is very taxing on our bodies and minds. We deserve at minimum a 30 minute plus a 15 minute paid break for every 8 hours worked.

6. Hiring and promotions practices and assignments done by seniority.

7. The right to have input in decisions impacting working conditions in the facilities where one works.

8. A clear disciplinary progressive discipline track

The same consequences should be given to similar circumstances. All workers deserve fair and equal treatment and opportunities regardless of race, gender, age, national origin, immigration, sexual orientation, disability, physical abilities or religion.