



# HSD Workers Speak Out for a Union! SIGN A CARD TODAY!!

Virginia Beach city workers have been signing union cards because we are **TIRED OF BEGGING** the city for changes, now that the law is changing to allow union's to **BARGAIN directly with the city manager**, we are demanding a seat at the table. Learn why your co-workers are signing.

## Why I signed a Union Card



### Wage increases that recognize our years of service

"With all my experience in this field and my college degree, I should be making more money. We have to live outside of work. I feel like I had to work a lot of overtime just to maintain my bills. These low wages are stressful because I am limited in what I can do." -

- **Nicole Maple-James**, BH/DS Assistant, Colby Group Home



### Wage increases that Support our Families

"We are not getting paid our worth. We are experienced in this field but not respected for our expertise and years of service. New hires get brought in making the same as we do. Some of us have to even work 2-3 jobs to pay our bills. The 4.5% raise this year is not nearly enough, its barely a cost of living with everything going up."

- **Trina Love**, BH/DS Assistant, Chelsea Group Home



### Transparency & Respect for Seniority in scheduling

"During COVID I was transferred to a new house without testing. Many workers retired because couldn't handle the stress. Both staff and residents had COVID and no one told me. Then recently, they opened up a few positions in Kentucky ICF but they did not tell me, or consider my schedule and my life. I felt it was really unfair. No seniority was considered in any of these decisions."

- **Michelle Rolle**, BH/DS Assistant, Indian River ICF



### Safe Workloads and Resident-to-Staff ratios

"The normal case load in the Infant Program should be between 35, with 40 max. The Clinician II's sometime run above 55- 60. They are given workloads and Client-to-staff ratios that are unreasonable, placing our health and safety at risk. This also violates the rights of those we care for. We cannot provide adequate care without adequate resources."

- **Louise Lindsey**, Infant Program, Administrative Assistant

**SIGN A UNION CARD TODAY at website: [locals.ueunion.org/111](https://locals.ueunion.org/111)**

Join and Build the Virginia Beach City Workers Union, UE

Contact us today at 757-632-7866