

1199SEIU

Dear Ellen Frank,

As PPLM workers, we know that reproductive rights are workers' rights. **That's why, in the face of an uncertain future for abortion care and gender affirming care, we formed a union.**

We formed our union so that we can advocate for the people who make PPLM a wonderful place to work. From the beginning, our management team attempted to silence and dissuade us. Our former CEO, backed by upper management, sent a statewide email encouraging people to vote "no" in our union election last summer. Their tactics didn't work: we won our union election 92-1. We have been working steadfastly to bargain our first contract. We have proposed a contract that will improve patient safety and raise wages for all members of our union. Again, our management team decided to delay responding to our wage proposal. Their stall tactics didn't work last summer, and they won't work now. Our bargaining committee is dedicated to bargaining a contract that puts people first.

We presented our initial wage proposal in April and did not receive a response until June. The response we received was disappointing. It essentially duplicated our employee handbook. Our management believes that we are adequately compensated for the work that we do. We know that this is not true. **We deserve wages that are fair with guaranteed yearly raises.** There is no denying that cost of living in Massachusetts is rising. The pro-rated and subjective merit raises that our management proposed do not allow our wages to rise to match the cost of living.

1199SEIU members at PPLM are the future of reproductive care.