SEIU
Stronger Together

CHARLESETTA WILSON
HCMI President

ROBERT GIBSON
HCMI Executive Vice President

GABRIELLA CASEY-JONES
HCMI Executive Vice President

SEIU HCMI – Metro Detroit Area
21700 Northwestern Hwy,
Suite 200
Southfield, MI 48075
866-734-8466

Union Update 2.21.25

Dear SEIU-HCMI Service & Tech Bargaining Unit Members at Sinai Grace Hospital,

Over the past several weeks, **we have been preparing for your upcoming contract negotiations while meeting with members across your hospital** to hear your concerns and priorities. Three weeks ago, **your union received notice of a petition seeking to decertify (dissolve) your union and terminate your legally binding contract** at DMC Sinai Grace. Decertification petitions are processed through the National Labor Relations Board (NLRB) and may ultimately lead to a vote to attempt to dissolve a union in a workplace and the collective bargaining agreement. It is important to understand that **if a union is decertified, an employer is no longer legally required to maintain existing wages, benefits, or working conditions established under the contract.**

In speaking with members, **evidence was brought forward indicating that Tenet management improperly involved themselves in, supported, or promoted efforts to gather signatures for the attempt to dissolve your union.** On behalf of our members, the union filed an Unfair Labor Practice charge with the NLRB and submitted this evidence provided by members for review. After reviewing the initial evidence, ***Region 7 of the NLRB determined that a full investigation is necessary before any potential election may proceed.*** In addition, the **NLRB has chosen not to process the petition until the Unfair Labor Practice investigation is complete.**

It has been stated by the SGH CEO that 'when a petition is filed, an election is held.' We want to clarify that this is not automatic. Before scheduling any election, the NLRB must verify a petition contains sufficient valid signatures by comparing them to the official payroll list of the bargaining unit. While **only 30%, a minority, of the bargaining unit is required to file a petition, the outcome of any election is determined by a majority of those who vote.**

As a union our focus remains: uniting bargaining unit members, strengthening the steward structure at Sinai Grace, and preparing for negotiations. Contract negotiations provide the strongest opportunity to **address workplace concerns and secure meaningful improvements for our members and for patient care at SGH.**

By standing together, we increase our ability to achieve stronger working conditions, improved benefits, and competitive wages in order to recruit and retain qualified, committed staff to best care for our community. Alone and without a union it is each person left to fend alone, and the Employer having total control and say in all working conditions.

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https://www.SEIUHealthcareMI.org

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Dear SEIU-HCMI Service & Tech Bargaining Unit Members at Sinai Grace Hospital,

SEIU Healthcare MI practices open negotiations, all members are encouraged to attend and participate in negotiations. Additionally, there are positions on the bargaining team still available. **To nominate a co-worker or yourself please *(Paper copy: scan the QR code below to fill out a nomination form) or (Text/email click the link below to fill out a nomination form)***

If you have any questions or concerns, please reach out immediately,

Bob Gibson, 1st Executive Vice President, Director of Health Systems SEIU-HCMI Robert.Gibson@seiuhealthcaremi.org Eleanor Campbell, Vice President of Hospitals, Telemetry Tech DMC Harper Hutzel Eleanor.Campbell@seiuhealthcaremi.org Mark Simms, Executive Board Member, Chief Steward DMC SGH, Patient Care Associate
George Trigg, Steward DMC SGH, Neurodiagnostic Technologist
Nicole Ireland, Steward DMC SGH, Radiology Associate
Natasha Duffey, Steward DMC SGH, Patient Care Associate