

## SHARE Members Are Always Essential

We are the nearly 3000 SHARE members who – through thick and thin -- keep UMass Memorial Medical Center, UMass Memorial Medical Group, and UMass Memorial Health running. Whether we care directly for patients or work in the background, these last two years have been incredibly difficult:

**Working through COVID.** We maintained the frontline to protect Central Massachusetts throughout the pandemic. We came to work every day, knowing that we could be putting our lives and our families at risk. While COVID surges came and went, patients were our priority. Now we are exhausted, and, at the same time, proud of how well we have taken care of our community.

**Working Short.** In response to the pandemic, across the country, workers continue to leave healthcare. The national staffing shortage has placed an incredible burden on our shoulders – caring for our patients without enough staff. Still, we persevere.

**Working while Financially Stressed.** As if COVID and short staffing aren't bad enough, inflation is our biggest worry right now. Gas, food, rent – everyone's costs are rising rapidly. We know that increases in the cost of living hit people at the bottom of the pay scale hardest. We watch as co-workers leave to make more money elsewhere.

**Recruitment and Retention: A good contract is essential for SHARE members and for UMass Memorial.** Together we must address our immediate financial challenges, attract new people to fill open positions, and create career pathways for SHARE members to learn and grow at UMass Memorial.

**We want to stay at UMass Memorial.** Our work through our Unit Based Teams shows how much we care about making this the best place to give care so it can be the best place to get care. We strive to make this a place where everyone treats each other with genuine kindness and respect. A good contract makes it possible for us to stay.

**We will stand together as the SHARE Union** – Our patients, our families, and our community depend on us.

*always*  
**ESSENTIAL!**

