



What We Are Offering

The Mount Sinai Hospital, Mount Sinai Morningside, and Mount Sinai West have offered NYSNA the framework for a deal comparable to agreements that NYSNA has reached with NewYork-Presbyterian, Maimonides Medical Center, and Richmond University Medical Center. The offer includes:

- **Wage increases on the salary scale**
 - 7 percent retroactive to January 1, 2023
 - 6 percent on January 1, 2024
 - 5 percent on January 1, 2025

Totaling 19.1 percent compounded over three years

- **Increased payments by Mount Sinai to protect NYSNA pension**
- **Substantially increased financial contribution by Mount Sinai to ensure critical medical benefits continue, at no additional cost to nurses**

In addition, we have already reached tentative agreements on many critically important matters, including pandemic preparedness, paid holidays, and on-the-job career advancement.

We had hoped NYSNA would rescind the strike notice—just like NYSNA did at NewYork-Presbyterian and elsewhere. However, NYSNA is refusing to do so. To do what is best for our patients, we have no choice but to proceed with our strike preparation. We continue to negotiate in good faith to reach a fair and responsible agreement with NYSNA but it is imperative that we finalize an agreement soon.



The Facts Matter

A Strike **BENEFITS** the Union But **HARMS** Nurses and Patients

If NYSNA calls on Nurses to strike, here are the facts you need to know:

You do not have to strike.

You have a legal right to continue working and caring for your patients.

If you decide to continue caring for your patients, you will continue to get paid, you will keep your health care benefits and you will still receive the same deal in any final negotiated agreement between Mount Sinai and NYSNA.

If you decide to strike, during the strike:

- You will **not** get paid
- If you want your health care benefits to continue, you will have to pay for them

We are going to keep negotiating regardless of a strike.

We want a final deal that is fair to our nurses and community. The union's leadership seems determined to initiate a strike—regardless of what wages and benefits are offered. You don't have to follow their lead. You do not have to strike.

Must-Know Facts:

- If you want to keep working, you must report for work on the first day of the strike, even if you're not scheduled to work on that day. (The only exceptions are nurses who are on medical leave, or nurses who are on preapproved vacation/PTO and are out of town and unable to appear at work on the first day of a strike. These nurses can return to work after their vacation/PTO ends.)
- If you decide to continue caring for your patients, your nurse manager will provide a schedule based on the patient activity.
- To ensure safe patient care, temporary replacement nurses will work during the strike, and will be engaged for five-day increments (in anticipation of the strike lasting at least five days).
- Keep in mind NYSNA officials have indicated a strike will be for an "indefinite" period of time, so a strike could last much longer than five days.

Learn More: SupportingOurNurses.com

