

# NO MORE WAITING. NOW IS OUR TIME TO SEIZE THE MOMENT!



Cook County is in better financial shape than they have been in for many years – and this doesn't even count the \$1 billion that the County is receiving from President Biden's American Recovery Plan.

We started the negotiations over eight months ago. We gave them our economic proposal over five months ago. So if they have the money to solve problems for both County residents and County workers, why haven't they made a single proposal in negotiations to improve wages and benefits for workers?

We have waited far too long for far too little. And while the County should be on their employees' side when it comes to economic justice, they seem to have lost their way. We're not waiting for them; we will do what it takes to win the contract that our families and we deserve:

- Increased steps to reward longevity and experience
- Equal pay for equal work
- Across-the-board raises that make up for years of small or no raises
- Pay based on licensure and professional experience
- Improved tuition reimbursement and other educational benefits
- Maintain affordable health insurance and extended benefits for retirees.

**We are voting to authorize a strike because it seems it is the only way to get the County to pay attention.** We know that doing nothing and waiting for the County to see the light has been a failed approach.

We have waited far too long for far too little, while expected to do more work for less! Many of us worked through the past stressful year of the pandemic as frontline essential workers – keeping the County going. Now it is our time and we must be prepared to do what it takes to seize the moment.