

# The Arizona government is attacking healthcare, wages, pensions... and healthcare workers!

## Budget cuts:

- The healthcare growth standard will be reduced from 2.5% to 2% for two years.
- Less resources for patients AND for staff.
- Non-market agreement sacrificed and at risk: will it have to settle for the crumbs left over from this meager budget?
- Arbitrate between the needs of staff and those of patients? Unacceptable!

## Deteriorating working conditions:

- Disrespect for older workers:
  - Unsustainable **end-of-career arrangements**: abolition of early retirement schemes (RCC) and restrictions on access to early retirement and end-of-career time credits
  - **Easier dismissals**: abolition of company supplements, shorter notice periods, easier access to medical C4 dismissals
  - **Reduced pensions**: abolition of the welfare package that increases pensions, penalties for early retirement, attacks on equivalent periods
- Ignoring the hardship of the job: our realities on the ground are disregarded
- Private life sacrificed: annualization of working time, increase in “voluntary” overtime, abolition of working time regulations
- Punishment of sick people: abolition of one day off without a medical certificate, restricted right to guaranteed pay, policing of people on long-term sick leave, without any preventive measures

## DESCREDITING PROFESSIONS

- Vandenbroucke reform: everyone does everything, with no clear distinction between statuses
- Delegated tasks = better care?
- Nursing certification under threat in French-speaking education

Arizona is pulling out all the stops—let's defend ourselves and defend a fair and united society

