

RUNAP BARGAINING UPDATE & STRIKE MEETING

When we formed our union nearly a year ago, we did so with one main priority: delivering safe patient care. We were tired of working short staffed and watching our patients be put at risk on a daily basis

Our staffing proposal has the following components: Enforceable staffing grids (created by nurses in each unit), Free charge, Restoring our Float Team, Creating a SWAT Team.

Management rejected our proposals. Instead, they want us to just rely on their state staffing law committee—which hasn't met in a year.

That committee came up with the staffing grids RGH submitted to the state DOH. The Hospital's grids are not far off from the ones we proposed back in October and November. Unfortunately, RGH cannot be trusted to properly follow their own grids.

We have experienced deteriorating staffing on many units in the last month, so we asked management at the bargaining table today if they were currently staffing to the grids. Shari responded that they were attempting to "to the best of their abilities."

We know this to be false. Several managers throughout the hospital have reported being instructed to staff to 90% of the grids, and on some units the posted grid has been explicitly altered.

Shari read off a long list of numbers seeming to suggest the hospital is well staffed (including claiming that 4400 is consistently staffed at 1:3, or that CTICU is 1:1), which did not match up to the experience of any of the nurses in the room. Further, administration bizarrely tried to blame our union president Carmen for the state staffing committee not meeting for the last year, despite him not being on that committee and it being mandated by state law, regardless of anything to do with the union. It's clear they are just desperately trying to do damage control. They're not listening to us, so we need to make our voice louder.

THURS, JUNE 22 : STRIKE FAQ MEETINGS

8am, 12pm, 5:30pm, 8pm

Hampton Inn (1323 East Ridge Rd)

COME FOR THE FUTURE OF OUR HOSPITAL

OTHER RUNAP BARGAINING UPDATES

OUR WAGE COUNTER

We gave our wage proposal to management in November. Our proposal contained wage scales for multiple grades at rates that are competitive with nearby union hospitals.

Management's last wage proposal was 4% in the first year and 3% in years 2 and 3 of the contract. For any new employees, they would be placed on a wage scale (not competitive with surrounding hospitals) and their department add-ons would be added to their base rate. They later wanted us to agree to a 6% increase in the first year, but give up our right to implement a wage scale, an outcome that would tie our hands on attaining competitive rates and fixing the wage inequities that currently exist. We proposed that we'd take the 6% but needed to be able to continue negotiating a wage scale to go into effect ASAP—they refused.

Today, we made a counterproposal on wages, giving management six months to fully implement our proposed wage scales in year 1 of the contract, with each nurse receiving 50% of their raise immediately and the rest after 6 months, except that no nurse would be below their wage scale's starting rate. This would alleviate some of the pressure of making a large jump immediately but would still guarantee us competitive rates within the first year.

OTHER UPDATES FROM TODAY'S SESSION

We reached agreements on:

- Layoff and Recall: Establishing severance in the event of layoffs
- Grievance and Arbitration: The process to address and resolve violations of our contract
- No Strike or Lockout: We agree not to strike during the length of our contract (doesn't mean we can't strike before)



RUNAP