

# WE CAN'T AFFORD NOT TO ACT

## RGH Nurses Are Underpaid and Overworked

"In October of 2020, while working through a pandemic, I received a \$0.35 raise while the execs who never left their offices walked away with millions. I can also say that between 2012 and 2020 I received a total of less than \$2.00. It wasn't until we unionized that I finally pushed the \$30/hr mark after 10yrs as an RN" - Lindsay Rockefeller, OR Staff RN

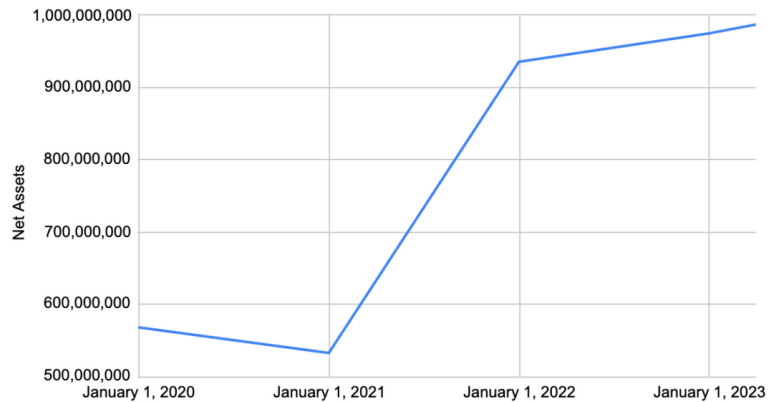


## Can RGH Afford Our Contract Demands?

**Yes.** RRH net assets have grown rapidly since the pandemic, from \$568 million at the beginning of 2020 to over \$987 million in the most recent quarter. In the most recent quarter alone net assets grew by \$12 million.

RRH executive salaries have far exceeded area norms. Had RRH paid its CEO and CFO—**just two individuals**—at the same very high rate paid to the CEO and CFO of UR Health, the hospital would have saved **over \$12 million.**

Growth of RRH Net Assets Over Time



## RGH Can't Afford Not to Invest in Staff Nurses

In 2021, RGH spent \$28.6 million on travel nurses. In 2022, RGH spent \$73.5 million on travel nurses - an **increase of 157%** from the previous year. They spent more on 239 FTE travel hours than on 660 FTE staff hours! The problem is not going away - the more nurses who leave RGH due to working conditions and low pay, the more traveler nurses we will need. In 2022, annualized turnover of staff nurses was **27%**.

## Union Contracts Help Retain Experienced Staff Nurses

"The health system said **since reaching terms with its union nurses in November, monthly spending on agency nurses has declined**, falling to \$7.3 million during the third quarter of fiscal 2023. Its overtime expenses, however, topped \$8 million for the third consecutive quarter."

**Temple Health trims operating deficit to \$54M, reduces dependency on agency nurses**

"[T]his year the health system has hired more than 480 nurses. "We've reduced our [use of agency nurses] dramatically," he said. "We've gone from a high of over 300 to today, it's about 70."  
(May 17, 2023 Philadelphia Business Journal)

Administration has had many chances to address the issues we face every day - and has failed. **Your bargaining committee recommends a YES vote** to tell administration to stop the unfair labor practices and do what's right for our nurses, patients, and community.

# STRIKE VOTE

**WHEN: THURSDAY, JULY 20**

**6 am / 8 am / 12 pm / 1:30 pm / 3:30 pm / 5:30 pm / 8 pm**

**(Conference room will be open all day with brief presentations at these times)**

**WHERE: Hampton Inn (1323 East Ridge Rd)**

## IT'S TIME TO INVEST IN OUR COMMUNITY

Questions? Want to share your story? Join us!

**Facebook:** Rochester Union of Nurses and Allied Professionals

**Instagram:** @RUNAPunion

ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS

