

RUNAP STRIKE CALLED OFF

WE HAVE A DEAL



Late last night, after 13 hours on Tuesday and 15 hours on Wednesday, we finally reached a tentative agreement for our first contract. We'll be putting out a summary and the complete text as soon as possible. Highlights include:

- Enforceable staffing language holding management accountable to the grids (some of which we were able to improve through the staffing committee on Monday), with binding arbitration and financial penalties for short staffing.
- An immediate 6% raise.
- Placement on experience-based wage scales by job classification by the end of March 2024, with a clear progression for experience-based wage increases.
- Annual cost-of-living raises of 4% in Year 2, 4% in Year 3, and 3% for the last six months.
- Defined limits on floating by unit.
- “Just Cause” protections that establish fair and transparent processes for discipline.
- Establishment of a SWAT Team.
- Protecting our pension for current nurses and new hires.
- Raising call pay from \$3 to \$5.
- Employee contributions to healthcare capped at 6% increase or less per year.
- Grievance and arbitration process to resolve violations of our contract.

Ratification Vote

Wed, October 25

Voting open 8 am - 9 pm

Info sessions @ 8a, 12p, 1:30p, 3:30p, 5:30p, 8p

Hampton Inn (1323 East Ridge Rd)



Our contract goes into effect after ratification (a yes vote) by us, the members of the union. Voting is open to all members of the bargaining unit, which now includes all CNLs in OR, Women's Care, 5800, and G1, and all current CNLs in IV Therapy and MOU, but not other CNLs. New grads and explorers too!

This agreement is a direct result of all of the organizing we have done since July 2021. In August, we stood strong and struck for our rights and our patients for two days, and we were prepared to do the same for longer this time. We never would have gotten this far without that power.

When we fight, we win!

Questions? Get in touch!

Talk to a committee member or reach out:

Facebook: Rochester Union of Nurses and Allied Professionals

Instagram: @RUNAPunion

General Info: runapunion@gmail.com

