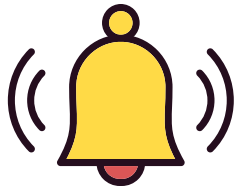


RUNAP

NEWSLETTER



General Membership Meeting



Mon, June 24

5:30 and 8 pm

Hampton Inn (1323 East Ridge Rd)

Join us for a RUNAP membership meeting! We will announce the nominees for the Staffing Committee and report back on major developments over the last 6 months, including RUNAP's budget, open issues with management, and how we're enforcing the contract. We encourage everyone to attend one of the sessions, this is a chance to meet union members across RGH and continue building community and support across units.

Staffing Committee Election

The RUNAP contract calls for an election of 12 representatives to participate in the RGH Staffing Committee. Under NYS law, staffing committees vote on changes to staffing grids, monitor the implementation of acuity tools, and review unsafe staffing form submissions. Currently, the committee meets quarterly and on paid time. **Only RUNAP members** can submit nominations or run for a committee position. It's essential that we maintain strong representation and continue using our collective voice for safer staffing!

Everyone can be an advocate for safe staffing but the 12 RUNAP reps will be assigned according to the following unit groupings:

- Med/Surg (2800, 4500, 4800, 5800, 6800, 7800, Sands 600) • Periop (including surgical units, DOSA, PAT) • Adult ED + MOU • Women's Health (L+D, NICU, PP)
- ICUs (MICU, SICU, CTICU, CICU, includes ECMO) • Step Down Units (MSDU, SSDU) • Psych G1 + B7 • Pediatrics (including Peds ED) • Dialysis + Radiology
- Cath Lab (EP and Holding) • Cardiac Units (5100, 5200, 4400) • Additional Units (Utilization Review, Utilization Management, Research, Care Management, Employee Health, Wound Care, Regulatory and Compliance, Vascular Access Team)

Deadline to nominate: June 24

Nominations must be submitted to election@runap.org by June 24 at 4 pm and include the name of the person you are nominating and their home unit. Nominations may also be made in-person at the June 24 membership meeting

Election: Tues, July 9 | 6:30 am - 8 pm

In-person at RGH (ballot box on site).



Preceptor Pay

ARTICLE 27: PRECEPTOR PAY PROGRAM

The parties agree to meet to discuss the creation of a preceptor pay program, potentially to be effective in the first quarter of calendar year 2025.

We are negotiating the implementation of preceptor pay with RGH (the language above is from our contract). Management's initial proposal of an additional \$2/hour called for a 2:1 orientee: preceptor ratio to be rolled out only on the med/surg floors. Fair and equitable treatment is one of the reasons that we unionized and we're continuing to advocate for a 1:1 ratio for precepting and ensure that additional pay is implemented consistently across units.

For now, the status quo remains in effect, including how preceptors are selected and trained.

Monthly Labor Management Meetings

The Labor Management Committee is a monthly meeting between representatives from management and RUNAP to discuss workplace issues. This month's meeting is on **Wed, June 19** and agenda items include: ENIT/Rapid Response, Workplace Safety and Security, L&D Staffing, and ESS (the system-wide float pool). Updates from the meeting are shared via email and WhatsApp. If you'd like to learn more, or suggest an agenda item for a future meeting, reach out to your unit rep!

Contesting Discipline by Filing a Grievance

Our union contract states that discipline can only be for just cause, which is a legal principle that discipline must be equitable and consistent. If you've been disciplined for issues related to attendance or tardiness you can use the linked form to generate a grievance. A grievance is the formal statement that the union contract has been violated and must be initiated within 7 days of the discipline (not including weekends) by sending an email to rghlaborrelations@rochesterregional.org and hand delivering a paper copy to your supervisor. The grievance process starts on page 40 of the RUNAP contract.



View the RUNAP contract or download PDF at www.runap.org/CBA

We have a **WhatsApp group for RUNAP members** who want to participate in ongoing conversations with coworkers. Ask a unit rep for the link to join or fill out the form:



Staff RNs across the hospital work as unit reps and meet regularly to address workplace issues and support members filing grievances. View an updated list of reps here:



Submit an **unsafe staffing form** anytime you are working without the appropriate staff or equipment (www.runap.org/unsafe-staffing):

