



APRIL NEWSLETTER

April 16, 2025

OFFICE HOURS - NOW WEEKLY!

We hold open office hours at the RUNAP office, **367 Titus Ave**, just a few minutes from the hospital. The office will be open every **Tuesday from 8 am-Noon and 4-8 pm**. Stop by for a new RUNAP t-shirt or copy of the contract, or talk in person about a workplace issue or writing a grievance regarding a contract violation. Reach out to **info@runap.org** to schedule a different time if needed!

UPCOMING EVENTS



We are finalizing plans for celebratory events during nurses' week, including a happy hour and a breakfast. Details TBA in the next week!

Volunteer opportunity: Join RUNAP nurses in running the Irondequoit Youth Lacrosse Tournament medical tent, May 31 - June 1. Interested? Contact Brett Park (Cath Lab): **jcjba123@yahoo.com**

RUNAP Files Financial Penalty Against RGH for Unsafe Staffing

Last week, RUNAP filed a notice of staffing objection with RGH for the first quarter of 2025 (January to March). Our contract mandates RGH pay a \$100,000 fine each quarter when RNs are understaffed more than 10% of the time according to the clinical staffing plan filed with New York State (Article 11).

Unit	Total 4-hour shifts JAN-MAR 2025	Understaffed 4-hour shifts JAN-MAR 2025	% 4-hour shifts unsafe staffing JAN-MAR 2025	% FULLY unsafe 12-hour shifts JAN-MAR 2025	% PARTIALLY unsafe 12- hour shifts JAN-MAR 2025
Hospital-wide (as a whole)	540	540	100.00%	100.00%	100.00%
Hospital-wide (aggregate of units)	13,872	9,319	67.18%	53.83%	79.52%
2000 (Pediatric)	540	35	6.48%	4.44%	9.44%
2800 (Surgical)	540	183	33.89%	18.89%	46.67%
3600 (Labor & Delivery)	540	502	92.96%	87.22%	97.78%
3800 (Orthopedic/Surgical)	540	329	60.93%	47.22%	70.00%
4400 (Cardiac/Surgical)	540	273	50.56%	31.11%	66.11%
4500 (Medical/Surgical)	186	79	42.47%	35.48%	51.61%
4800 (Medical/Surgical)	540	368	68.15%	53.33%	79.44%
5100 (Cardiac)	540	385	71.30%	54.44%	88.89%
5200 (Cardiac)	540	379	70.19%	57.22%	84.44%
5400 (Medical/Surgical)	540	357	66.11%	53.33%	86.11%
5500 (Medical/Surgical)	186	26	13.98%	9.68%	16.13%
5800 (Medical/Surgical)	540	496	91.85%	86.11%	96.11%
6800 (Medical/Surgical/ALC)	540	524	97.04%	92.78%	100.00%
7800 (Acute Stroke)	540	451	83.52%	71.67%	92.78%
Adult Emergency Department	540	528	97.78%	93.89%	100.00%
CICU (Cardiac ICU)	540	380	70.37%	63.33%	78.33%
CTICU (Cardiothoracic ICU)	540	308	57.04%	35.00%	72.78%
G1-BH (Psychiatric)	540	100	18.52%	5.00%	36.11%
MICU (Medical ICU)	540	531	98.33%	96.11%	99.44%
MSDU (Medical Stepdown)	540	354	65.56%	48.33%	81.11%
MSU (Observation)	540	429	79.44%	60.00%	91.67%
NICU (Neonatal ICU)	540	466	86.30%	77.22%	93.89%
Pediatric Emergency Department	540	267	49.44%	4.44%	95.56%
SICU (Surgical ICU)	540	477	88.33%	79.44%	93.89%
SSDU (Surgical Stepdown)	540	354	65.56%	50.00%	84.44%
Sands 300 (Postpartum)	540	350	64.81%	45.00%	83.89%
Sands 600 (Oncology)	540	388	71.85%	51.67%	90.56%

What did the data show?

Based on monthly data provided by administration, the hospital failed to meet the RN staffing minimums filed with the NYS Department of Health in 67.18% of four-hour shift blocks across the Emergency Departments and in-patient units during Q1 2025. When taken as a whole, hospital-wide staffing levels failed to meet RN staffing minimums 100% of the time, meaning there was not a single shift when the hospital had the total number of RNs necessary to meet every unit's minimum grid according to patient census.

When the four-hour blocks are combined into twelve-hour shifts (7A-7P or 7P-7A), the entire hospital was still never fully staffed for even a single shift all quarter, and when the numbers are aggregated by unit, 53.83% of twelve-hour shifts were FULLY unsafe (all three four-hour blocks were unsafe) and 79.52% of twelve-hour shifts were PARTIALLY unsafe (one or two four-hour blocks were unsafe).

The contract specifies that RGH has an obligation to ensure safe staffing for the "full duration" of a shift, but no matter how you cut these numbers, they blow past the standard for the financial penalty. **continued →**

Staffing Financial Penalty (cont.)

Who is counted in these numbers?

These numbers are ONLY for Registered Nurse staffing, which is what's covered by our union contract. However, the staffing picture looks even worse when you account for the hospital's failure to safely staff LPNs, PCTs, and other staff essential for patient care. Also, note that only January staffing data was provided by RGH for 4500 (which opens and closes) and 5500 (which may have been an error; we are inquiring).

How does the financial penalty work?

We will keep everyone updated on the filing, and the contract empowers us to take administration to arbitration if they do not agree to pay it. The unit reps will convene soon to determine how the penalty will be distributed among affected members. However, the dollar amount individual nurses receive is not the point. It's time for RGH to start facing the consequences of serious and chronic understaffing. In the absence of any meaningful enforcement of these staffing minimums from the state, our union has stepped up to hold RGH accountable. We will make these numbers public and everyone in our community will know what this billion-dollar institution does and does not value.

What's next?

Our union has already begun to turn the tide at RGH, with the total number of staff RNs rising from 838 when we formed our union to 994 at the start of this month, through improved recruitment and retention. However, RRH administration has been cutting travelers as fast as we've been adding staff and refuses to take serious steps on nurse staffing and retention. We need to hold them accountable. **This is only the beginning!**

Open Issues: Preceptor Pay & Shift Rotation

- **Shift Rotation.** Our contract calls for a 50% reduction in shift rotation within one year of the contract (which was October 2024). After numerous discussions with RGH, we reached a shared understanding of how to reach that goal and ensure that there is a process to move away from swing shifts. When we pressed to put that agreement in writing, RGH admin refused to continue discussions. RGH is way behind the industry standard of moving away from rotating shifts, and continuing to stall. We've demanded bargaining over an agreement in writing that will include a process for bidding into open shifts and ensure that units who prefer to continue rotating can do so.
- **Preceptor Pay.** Last year, RGH proposed a \$2/hour pay differential for precepting - but only on certain units and with the requirement to precept two people at a time. We refused. Precepting is crucial work and an important part of retaining nurses and delivering quality patient care. We've demanded bargaining with RGH on preceptor pay and are scheduled for April 24.

Solidarity Spotlight: UR Grad Students Prepare to Strike

Graduate workers at the University of Rochester are prepared to strike starting Monday, April 21 unless the administration agrees to a fair process to form a union. The grad student union had reached an agreement with the university but after months of delays they abruptly backed out. We stand in solidarity with the grad students calling for a fair process to recognize their union.

Follow the campaign on their Facebook page: <https://www.facebook.com/urgradunion> and scan to **donate to the strike fund** to support students preparing to strike:



Links & Contact Information

Use one of these forms to write and file a grievance or scan this code:

Every nurse covered by our contract has the right to file a grievance any time they believe a contract violation has occurred. There should be grievance forms on each unit, and you can contact your unit rep or RUNAP Staff Rep Megan McRobert (megan@runap.org) for help completing a grievance.



We have a **WhatsApp group for RUNAP members** who want to participate in ongoing conversations with coworkers. Scan for a form to request the link:



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:**



View the **full RUNAP contract** at www.runap.org or scan for direct link:



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



Executive Board: board@runap.org | President: president@runap.org | RUNAP Staff Rep: megan@runap.org