

RUNAP Office: Open Every Tues

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!



Pick up a RUNAP T-Shirt and wear it to work on Fridays!

Update: Preceptor Pay & Shift Rotation

Preceptor Pay: During negotiations, we agreed to defer preceptor pay to after contract ratification. We rejected RGH's initial proposal which would roll out preceptor pay only for some units and with a requirement to take two (2) preceptors at a time. Since then, RGH administrators informed RUNAP that they were "no longer interested in bargaining preceptor pay" and "don't see a need for it". New hire experiences during precepting. We've filed an Unfair Labor Practice with the National Labor Relations Board and will continue holding RGH accountable to making meaningful changes to address staffing and morale.

Shift Rotation: After months of fruitful discussions and bargaining over how to reach the contractual goal of reducing shift rotation by 50%, RGH refused to put anything in

If you're informed that there is a union policy on shift rotation, we encourage you to let your manager know that that isn't the case and ask them why RGH administrators refuse to take basic steps to improve working nurses' lives.

Important Links & Resources

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

JUNE 2025 NEWSLETTER RUNAP



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RUNAP Crosses 1,000!

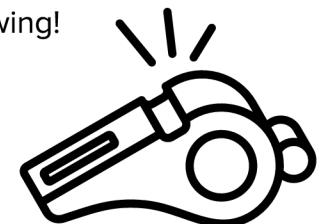
Based on other hospitals with similar patient populations and numbers of beds, we believe RGH should have at least 1300 RNs on staff. When we formed our union, that number was 838. The hospital was bleeding nurses and was 40% staffed by travelers.

It ultimately took a two-day nursing strike and then the threat of another five-day strike to wake RRH administration up to the reality that they needed to listen to their staff for solutions. It wasn't a decision we took lightly, but the reality was that, for years prior, there had been a strike in slow motion: except instead of all of us walking out together and walking back in two days later, having moved the needle to improve conditions for nurses and patients, people were walking out one by one and they were never coming back.

Since we settled our contract, with a fair wage scale with both experience-based and cost-of-living raises annually, improvements in benefits, and a greater voice on staffing and other working conditions, recruitment and retention have turned around. Last month we crossed a key milestone--over a thousand RNs on staff! As of the end of April, we're now at 1,006 staff RNs and growing!



Nurses Blow the Whistle on Staffing



The fight on staffing isn't over. Some units have filled out well and no longer have open positions; others are still struggling, particularly the Adult ED and Med/Surg. We are taking action to demand that administration take the underlying problems seriously: following through on their commitments to ensure free charge, implement preceptor pay, and phase out shift rotation; stop pushing cuts to Med/Surg grids; address problems with toxic managers; and complete negotiations with the nurses on a comprehensive retention program.

On Tuesday, May 13, we held a press conference to release the 2025 Q1 staffing report and announce that we have filed for neutral, third-party arbitration under our contract to enforce the financial penalty for short staffing in our contract. Watch the recording on RUNAP's Facebook Page:



Celebrating Nurses Week

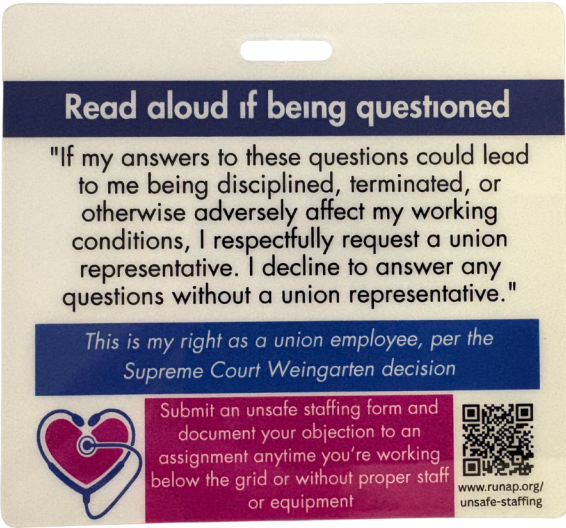
The annual celebration of Nurses Week is always an opportunity to publicly celebrate our profession. Building our union is one of the ways that we support each other and ensure that we can sustain the work!

To kick it off on May 6, we had fresh empanadas courtesy of local favorite Juan & Marias!



On Thursday, May 8, we gathered with friends and family for a happy hour at Irondequoit Brewing Company!

We also sent out a special edition of the newsletter celebrating many of our coworkers and colleagues, along with a RUNAP badge backer. If you did not receive a mailing from RUNAP in the last few weeks, reach out to info@runap.org to update your contact information and make sure we have a completed membership form on record .



Financial Penalty & Public Staffing Report

Our May 13 press conference sounded the alarm to the community on the reality of dire staffing conditions at RGH. It wasn't the first time, and probably won't be the last! As nurses, our duty of care includes advocating for safe patient conditions. Speakers included Phoebe Sheehan (Rapid Response Team and RUNAP Treasurer) and Claire Gardner (NICU, Workplace Violence Committee) who stressed the importance of staffing for patient safety and quality outcomes.



View the Q1 staffing data provided by RGH and RUNAP's analysis

A square QR code located in the bottom right corner of the pink box.

Financial Penalty for Understaffing

RUNAP filed a notice that RGH's data for Jan-March 2025 triggered the financial penalty for understafing. We shared our analysis with RGH in writing and presented our case in a grievance meeting. After RGH denied the grievance, we filed for arbitration, the final step in the grievance process in which a neutral third party (an arbitrator) issues a final binding decision.

Many members have asked why RGH hasn't agreed to pay the penalty and how the two parties could have reached such different conclusions. We have the same question! RUNAP contracted with a vendor to develop a program to analyze RGH's data. While we have shared our data and full calculations, RGH has simply stated that they do not agree.

The financial penalty is \$100,000 every quarter. Unless RGH seriously changes their approach to staffing, we expect to file for a second financial penalty in July, after the close of the second calendar quarter (April-June).