

SUMBIT



If you are working below the grid or without proper equipment, fill out an **unsafe staffing/objection of assignment form**. This information is immediately sent to the CNO and unit leadership. It's time for RGH leadership to stop pretending that the staffing crisis doesn't exist!



While we call for action and demand better from hospital leadership, documentation is also an essential tool that can help protect your license in case of an adverse event caused by under staffing. Anyone working at RGH can document an unsafe assignment by scanning the QR code or visiting www.runap.org/unsafe-staffing.



BACKPAY VICTORY:



Did you miss certification pay when you renewed?

While working with active certifications, numerous RUNAP RNs' add-on pay lapsed due to delays in processing the renewal documentation. We filed grievances demanding that members receive certification backpay for all hours worked. We fought to memorialize certification pay in our contract and refused to allow management's disorganization and delays to negatively impact our takehome pay.

After significant back and forth, RUNAP and RGH reached a joint settlement that includes backpay for every RN who filed a grievance on missing certification pay. As part of this agreement, **every RN working in a RUNAP position can resubmit documentation for a renewed certification to be considered for backpay without filing a grievance.**

If you missed out on certification pay after renewing an existing certification at any point since January 1, 2024 you have until **Sunday, October 5** to re-submit documentation and request backpay. If this applies to you, don't delay! Go to Help Center > Create a Case in Workday to contact compensation team for review.

Unit Spotlight: Peds ED School Supply Drive

At the end of August, the Pediatric Emergency Department collaborated with the Boys and Girls Club of Rochester to host their annual health fair.



The event featured several health topics taught to the kids that attend the club. Each child was able to pick their own backpack after completing the fair. Over 120 backpacks were given out, each filled with essential school supplies. The children were actively engaged in learning and expressed their profound gratitude for your generous contribution. Your support is invaluable to our community!

Data Shows Chronic Understaffing at RGH

We formed a union to ensure that RNs have a seat at the table and we use our collective strength to demand safe staffing ratios. The RUNAP contract established a \$100,000 financial penalty to be paid by RGH for each calendar quarter with more than 10% of shifts that are staffed below the grids submitted to NYS DOH. Though RGH denies owing the penalty for the first and second quarters of 2026 (Jan-March and April-June), administration has been unable or unwillingness to share their calculations. We know the reality of working short staffed and how regularly it impacts our well-being and the care we can provide to patients. We will not stop demanding accountability!

Review the data we presented and RUNAP’s analysis of staffing April-June:



Coming in October: Nominations Open for 2026 Unit Reps

Unit reps play a crucial role in representing RUNAP members and ensuring the contract is enforced. In October, every member will have the opportunity to nominate union representatives through an online form. After nominations, ballots and boxes will be placed on every unit. This is an approval vote, not a competitive election. You’ll be asked to sign out a ballot and select “yes, approve” or “no, do not approve” for each of your unit’s nominees. Any nominee who receives more “yes” ballots than “no” will be approved.

Unit representatives will attend the annual Delegate Assembly on Sat, Dec 6 to vote on RUNAP’s budget for 2026 and establish next year’s priorities for our union. We run our union and nominating a coworker to directly represent your unit is one way we work together to improve working conditions and culture at RGH. Think about who you would want representing you and get ready to submit nominations and ballots in October!

RUNAP in the annual Labor Day Parade

Every year, union members gather for the annual Labor Day to march through the city and celebrate our shared struggle for more just and fair working conditions. We had a blast, join us next year!



The RUNAP office is located at 367 Titus Ave. We hold **open office hours every Tuesday between 8 am – noon and 4 – 8 pm**. You can drop by during that time for a t-shirt or to talk with a staff person. If you would like to set up an appointment to meet at another time, contact megan@runap.org



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ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS

