



We strongly encourage everyone to fill out an **Unsafe Staffing/Objection of Assignment Form** *anytime* you are working below grid or without the proper equipment or staff to provide safe patient care. This information is immediately sent to the CNO and unit leadership. Anyone working at RGH can document an unsafe assignment by scanning the QR code or visiting www.runap.org/unsafe-staffing.

Documentating your objection to an unsafe assignment at the start of your shift can help protect your license by showing that the hospital was aware and did not address the issue. The form will **ask your permission to share submitted information with the NYS DOH**, if you select "yes" RUNAP will forward the information in the form automatically and we will continue to demand accountability for unsafe staffing!



Annual Wage Increases



Year 3 of the RUNAP contract starts Oct 25

RUNAP fought to create a fair and transparent wage scale that compensates RNs by years of licensure and guarantees annual raises. The Year 3 scale raises wages by 4% across the board for cost of living, plus RNs move up experience-based wage steps, effective October 25.

HR has not yet confirmed which check will reflect the increase, but all hours worked must be calculated at the Year 3 base rate starting October 25. Your base rate is determined by full years of licensure as an RN (this includes out of state licenses or international equivalents).

Make sure that your increase reflects your full years of licensure!

The Year 3 wage scale starts on page 20. Scan code for the RUNAP contract ----->



Note to recent hires: The contract states that you should be placed on the wage scale based on full years of licensure on your start date. RGH recently informed RUNAP they disagree and will move new hires on October 25, which means some people have been paid too little. We are contesting this through the grievance process - one of the core elements of a union contract is transparency and fair pay for new hires!

HAPPY HOUR

**When: Thurs, October 23
from 6–8 pm**

**Where: Irondequoit Beer
Company (765 Titus Ave)**

Join us for our fall happy hour! First drink free, appetizers provided! Friends, family, and kids all welcome. (Accessibility note: we've reserved a private room that is located up a set of stairs).



**Have you nominated
a 2026 Unit Rep?
Scan the QR code to submit
by Wed, October 23**



Every member who accepts their nomination will appear on a ballot for an approval vote and **ballot boxes will be placed in every break room starting Mon, Nov 3–Tues, Nov 4 and be collected starting Friday, November 14.** Ballots will list all nominees from that unit with the option to Approve or Deny. Anyone receiving more Yes than No will be confirmed as a Unit Rep.

Unit rep duties include: attending the Delegate Assembly on **Saturday, December 6** to vote on next year's budget and priorities (or designating an alternate); advocating for unit-specific issues; supporting members in filing grievances and welcoming new hires; and collaborating with the Executive Board and Staffing Committee.

Unit Reps serve a one-year term (2026). In mid-2026, a separate Bargaining Committee will be formed to negotiate RUNAP's next contract. Unit Reps are expected to help prepare but will not automatically serve on the Bargaining Committee.



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



Executive Board: board@runap.org | President: president@runap.org
RUNAP Staff Rep: megan@runap.org | General information/inquiries: info@runap.org



ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS