

## Safe Staffing in 2026

We have made a lot of progress since forming our union, going from 838 staff RNs to over 1,070. There's still a lot more to be done to recruit and retain nurses and ensure that RGH follows the staffing ratios they submit to the NYS Department of Health. In 2025, RGH paid a \$100,000 penalty for staffing below the grids in January, February, and March. This is the first time that RGH had to face real consequences for failing to meet staffing minimums. We've scheduled arbitration on the second quarter of 2025 (April-June) for March 10 and filed for arbitration on the third quarter (July-September). We will argue that the fourth quarter (October - December) be paid out, as well.

**We will continue fighting for safer conditions at RGH!**



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](http://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 to DOH. We will continue to demand accountability for unsafe staffing from all agencies and decision makers!



For this year's holiday drive, the Surgical ICU wanted to contribute to a local food pantry due to the increased food insecurity in our area. They quickly settled on The House of Mercy in Downtown Rochester. The House of Mercy has been serving Rochester for 40 years as a resource for those facing homelessness, food insecurity, and clothing needs. They have a variety of supplies and tools available to those facing a challenging time in their life. Over a month span, the SICU was able to collect a trunk full of non-perishable goods as well as money contributions to purchase clothing basics from the House of Mercy Amazon wishlist.

We look forward to the next one!



## Reminder: Your Right to a Union Rep

All union members have a right to a representative during an *investigatory interview* (called “Weingarten Rights” after a Supreme Court decision). That means that management is asking questions and you have a reasonable belief that your answers could be used as the basis for discipline against you. Weingarten Rights do not apply if you are being informed of a decision (including being given discipline) or in routine job meetings.

If a manager or HR schedules a meeting with you, you should ask if it is investigatory. If yes, state that you will be bringing a union rep. You have 24 hours to find a rep so we strongly encourage you to look at the list of unit reps (QR code to the right) and make sure you have the contact information of a rep saved. If your unit doesn’t have a rep, or you’re not sure how to get in touch with them, contact [info@runap.org](mailto:info@runap.org).

KNOW  
YOUR  
2026  
UNIT  
REPS



## Weingarten Rights: RUNAP Member Trainings in January

Anyone working in a union position can represent a colleague in an investigatory interview. We will hold a number of open trainings in January, we encourage you to join one to learn more about your rights at work and how you can support a colleague!

- Tues, Jan 20: 5:30 – 6:30 pm & 7:30 – 8:30 pm
- Thurs, Jan 22: 12-1 pm & 6-7 pm
- Mon, Jan 26: 5:30-6:30 pm
- Thurs, Jan 29: 12-1 pm & 5:30-6:30 pm

Visit <https://tinyurl.com/RUNAPRepTraining> for the link to join any of the scheduled trainings

## Later this year: Contract Renegotiations

We will start to bargain before the contract expires on April 27, 2027. Think about your priorities and who you want representing you and your unit at negotiating sessions. Unlike RRH administration, RUNAP is run democratically by and for working RNs. We will hold open meetings and there will be many opportunities to get involved later this year. The more united we are, the more we show management that we stand together for a strong second contract.

Stay tuned and see below for some of the key steps ahead:

- Spring: Delegate Assembly
- Summer: RUNAP membership survey on bargaining priorities and nominating committee members
- September: RUNAP Officer Elections
- Fall: Bargaining Committee develops initial proposals
- TBD: Start bargaining (sessions will be open to any RUNAP member who wants to attend)



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 [info@runap.org](mailto:info@runap.org)



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RUNAP Staff Rep: [megan@runap.org](mailto:megan@runap.org) | General information/inquiries: [info@runap.org](mailto:info@runap.org)



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