



FRONTLINE STAFF FIGHTING FOR BETTER STAFFING AT RGH



RUNAP FORMED IN 2022 AND WE SETTLED OUR FIRST UNION CONTRACT IN 2023. AS HEALTHCARE IS INCREASINGLY DRIVEN BY PROFIT, WE STAND UNITED AS ADVOCATES FOR OUR PATIENTS, OUR PROFESSION, AND EACH OTHER.

RECRUIT & RETAIN CORE STAFF

When RUNAP formed in 2022, the ranks of staff nurses had fallen to about 850. Today, there are over 1050 staff RNs working in union positions and more every month. Higher pay, predictable wage increases, and community keeps nurses working at RGH and attracts new staff.

A VOICE ON THE STAFFING COMMITTEE

Before RUNAP, the RGH Staffing Committee met infrequently and management did not reliably conduct elections for representatives. Under the union contract, RUNAP elects 12 participants who work together to represent RNs, advocate for needed improvements to staffing grids, and vote against attempts to worsen staffing ratios.

ESTABLISH THE RAPID RESPONSE TEAM

Nurses saw a need for a dedicated Rapid Response Team and fought to create one while bargaining the first union contract. Since implementation, a 24/7 team now works across the hospital to support staff and deliver complex care to critically ill patients.

PROTEST OF ASSIGNMENT FORMS

RUNAP established the online Unsafe Staffing/Objection of Assignment form. Objection of Assignment forms can help protect your license in case of an adverse event. By documenting at the start of your shift, you create a record that the hospital was responsible. In less than two years, RGH staff have submitted over 1200 reports of unsafe staffing and working conditions and we've shared a summary of that report with the NYS DOH.

POLITICAL POWER AND PUBLIC VOICE

As a union, we have the combined power of our collective voice. When we speak as a group, local officials, legislators, and the press listen and amplify our call for change. We've shared our report with local officials and we're asking them to contract the Department of Health and call for an investigation into RGH's staffing.

CONSEQUENCES FOR UNDERSTAFFING

Staffing is a critical issue and was a top priority during contract negotiations. We won an enforceable \$100,000 financial penalty for understaffing to be paid by RGH directly to RUNAP RNs for every calendar quarter that units fall below the minimums established in the contract. Q1 will be paid out soon and we're fighting for Q2 and Q3!

EVERYONE SUFFERS WHEN WE WORK UNDERSTAFFED. UNDERSTAFFING DRIVES BURNOUT, TURNOVER, AND CONTRIBUTES TO ADVERSE EVENTS FOR PATIENTS. WHEN HEALTHCARE STAFF STAND TOGETHER, WE HAVE MORE POWER TO ADVOCATE FOR A SAFE STAFFING LEVELS AND QUALITY PATIENT CARE.

ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS



ALERT: RGH FINED FOR UNDERSTAFFING

RNs negotiated a first contract that includes a financial penalty if RGH staffs below the grids more than 10% of shifts in a calendar quarter (3 months). **After fighting for months over the first quarter (January - March) RGH finally conceded that the grievance was correct and they will disburse the \$100,000 financial penalty to RUNAP employees.**

Who will receive a payout?

Anyone working in a RUNAP position in March 2025 (1002 nurses) will receive an equal portion of the payout from RGH. As a union, we know that we are all impacted by understaffing and stand together for positive change.

What can RGH do to avoid owing the financial penalty every calendar quarter?

We continue to call on RGH to implement preceptor pay, reinstate a float pool, and offer SIP to fill scheduling holes. A large hospital should be able to handle an influx in patients during flu season. It's time for RGH and RRH admin to start working towards solutions - understaffing should be the exception *not* the norm.

What's next?

RGH continues to deny that they owe the penalty for Q2 (April - June) so we're scheduling an arbitration hearing for early 2026 while fighting for the Q3 penalty. We're sharing our report with regulators, legislators, and the community and will continue to do

ARTICLE 11: STAFFING

*Read the full RUNAP Contract
at www.runap.org*

b. Upon such staffing objection from the Union, if RGH agrees that RGH has not maintained the Registered Nurse staffing levels in inpatient units/emergency departments contained in the clinical staffing plan for greater than 10% of the shifts during the prior calendar quarter as calculated pursuant to Section 6(a), RGH will distribute a single lump sum payment of \$100,000 (gross amount prior to tax deductions) to be divided among bargaining unit employees as determined by the union.