

Did you get a longevity bonus?

Despite the importance of retaining staff, RGH chose to eliminate the STAR bonus; during negotiations, we were able to preserve a longevity bonus for RNs I – IV. After reaching *both* 20 years of RRH service and 20 years of RN licensure, an annual \$2,000 bonus will be paid out. RNs whose continuous service anniversaries are in the first six months of the calendar year receive their bonus in July and nurses whose anniversaries are in the last six months of the calendar year will receive their bonus in January (*Article 15, Section 4* of the RUNAP contract). **If you reached your RRH service anniversary of 20 years or more between July 1-Dec 31, 2025 you should have received the bonus in January.** Didn't get it, or not sure if you qualify? Reach out to staff rep Megan McRobert (megan@runap.org).



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.

Documenting 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!

What Are We Arbitrating?

If the contract is violated for a group of union employees, RUNAP files a class grievance which is a written notice to RGH Labor Relations that the contract has been violated. Upon receiving the grievance, RGH contacts RUNAP (a staff person or officer) to set up a grievance meeting. The meeting is where we make our case as to how the contract has been violated, and we request a remedy to resolve that violation. If RGH denies a class grievance, we can appeal to arbitration. When we go to arbitration, both sides (RGH and RUNAP) present the facts and the arbitrator can make a binding determination. Arbitrators do not work for RGH or RUNAP - they are a neutral third party. We split the costs of arbitration equally with RGH and it can be a significant expense. Ensuring we have the resources to retain legal counsel and fight violations in arbitration is one of the reasons why it's important that everyone working in a RUNAP position contributes dues or fees. RGH has shown us many times that they are unable or unwilling to follow basic elements of the contract, and we've filed for arbitration on several significant contract violations, including:

March 10 - Q2 Financial Penalty for Understaffing

June 9 - Change to Health Benefits

April 8 - Failing to put new hires on the correct place in the wage scale

TBD - Q3 Financial Penalty for Understaffing

How do I file an individual grievance? An individual grievance impacts one person (example: unjust discipline or incorrect certification pay). If you are working in a union position, you have the right to file a grievance and must do so by delivering a written grievance to both your direct supervisor and RGH Labor Relations within 7 business days of the incident. See our Grievance Guide on the RUNAP website to get started:



New Year, New Organizing

Technical Workers and LPNs are organizing a union!

More workers at RGH are joining together to form a union and will become a local of RUNAP, the union originally formed by RNs in 2022. By working together with other groups at RGH, we will have more power when we go into bargaining later this year.

The National Labor Relations Board groups all job titles in an acute-care hospital into eight “bargaining units”—or groups that organize unions and bargain contracts together. RNs constitute their own bargaining unit but most job titles are grouped together. The Technical bargaining unit includes all jobs that require a 1- or 2-year degree or certification and the following titles: *Respiratory Therapists, Surgical Technologists, Radiology Technologists, CT Technologists, Interventional Technologists, MRI Technologists, Nuclear Medicine Technologists, Sonographers, Cardiac Sonographers, Cath Lab and EP Technologists, IntraAortic Pump Technicians, Medical Lab Technicians, Licensed Practical Nurses, and Physical and Occupational Therapy Assistants (including Lead/Senior titles for all roles).*

Know someone who wants to form a union or learn more ?

Tell them to fill out the “Contact Us” Form on the RUNAP website (www.RUNAP.org) or scan QR code for the form



Every Friday is RUNAP Shirt Day

RUNAP t-shirts can be worn on Fridays. Wear your RUNAP shirt if you're working! This is a small way that everyone can show solidarity and build more union visibility at RGH! If you don't have a t-shirt, stop by the RUNAP office (hours and address below) or ask your unit rep if there are any in your break room. We have sizes S-3XL.



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



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