

RUNAP TECHNICAL WORKERS UNITED

WE ARE THE UNION!



We are Respiratory Therapists, Surgical Technologists, Radiology Technologists, CT Technologists, Interventional Technologists, MRI Technologists, Nuclear Medicine Technologists, Sonographers, Cardiac Sonographers, Neurovascular Sonographers, Clinical Neuro Technologists, 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) forming a union as part of RUNAP to advocate for each other and our patients.

Our hospital has been changing, and administration has made it clear more changes are coming. It's time for more professions at Rochester General to have an organized voice and a real seat at the table.

Join the Majority!

runap.org/card

RUNAP

ROCHESTER UNION OF NURSES & ALLIED PROFESSIONALS



ANGIE SHANDERS, Sonographer
4 Years at RGH

I'm interested in focusing more on quality of patient care. We either need more staffing or we are not going to be able to keep up with the numbers they want without seriously injuring ourselves.



COLLIN KEHOE, IR Tech
1.5 Years at RGH

I am joining primarily to support my fellow technologists. Also, I strongly believe in using our numbers to positively impact our place of work as well as compensation.



JADY SURROUNDING
IR Tech, 1.5 Years at RGH

My coworkers and I deserve a bona fide seat at the table for decisions that affect our working conditions and, therefore, our patients.



KIANI MCKENZIE, CV Tech, OR
30+ Years at RGH

I'm personally joining because I need outside support as a reference when things are not being done fairly. Sometimes I feel as if I'm no longer respected due to my time in the field.



KAREN GORTON
Medical Lab Tech, Microbiology
37 Years at RGH

The culture of RGH has changed dramatically since I started—it's now "corporate" and less patient-focused and less staff-focused. And of course the health insurance cost.



ALLISON FLETCHER
Lead Sonographer
4 Years at RGH

I'm forming a union to ensure every patient I cross paths with receives adequate and safe care. To ensure the colleagues I work with have safe conditions to provide patient care. For the longevity and happiness of our careers!

RACHEL CAPPADONIA, Sonographer
10 Years at RGH

Being here for 10 years, I've seen the changes that have happened, increasing patient numbers with decreasing staff. I care about every single one of my patients and I will not sacrifice their care in order to clear a list. I care about quality and not quantity, and this is where I feel we are heading. I am joining to take a stand and protect us and our patients.



VANESSA LAPORTE, Respiratory Therapist, 35 Years at RGH

I'm forming a union to protect my pension and benefits, to improve patient care, for equal pay and incentive across the board for OT, for better healthcare benefits, for fairness, and to have a bigger say in what happens.



ROSA NEELY
Respiratory Therapist
15 Years at RGH

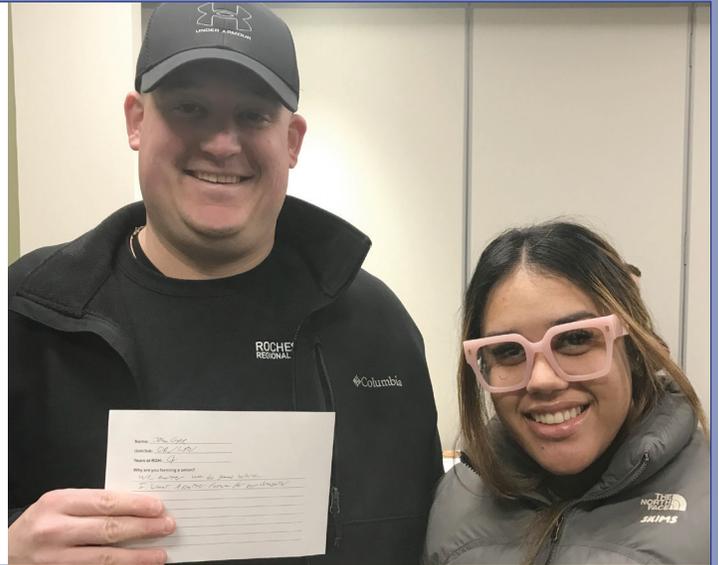
I'm forming a union for stability, protection, and positivity!

JOHN COYLE
LPN, Surgical Tech, OR
9 Years at RGH

We matter. We do good work. I want a better future for my daughter.

COURTNEY BELL
LPN Surgical Tech, OR
8 Years at RGH

I'm forming a union to have support and fairness throughout the hospital.



CANDACE DOELL, LPN,
5800, 1.5 Years at RGH

I'm forming a union for patient ratios. There is unsafe staffing and unfair pay, and acuity for LPNs on our unit is not within our scope.



JUDY SHANLEY, LPN, Labor & Delivery,
3 Years at RGH

I enjoy working on this unit and want to make sure we are treated fairly, paid to our ability. This makes staff happier and more willing to help. Our patients are number one, and so are our staff.



MICHAEL FILICE, Respiratory Therapist,
1 Year at RGH

I'm forming a union to protect our interest as workers.



CHRISSEY CICERO, Surgical Tech, OR,
25 Years at RGH

I'm forming a union to be able to have improved benefits, better wages, to have a voice!



DEREK WELCH, CT Tech
12 Years at RGH

I'm forming the union because during my 12 years at Rochester General, the faceless people who make the big decisions have lost more and more respect for their employees with each passing year. I'm tired of fighting alone for fair pay, health benefits, and vacation. I'm excited to have a larger voice and to have a group of people to help make these changes.



TRISHA TAFT, Sonographer, 2 Years at RGH

I want to work in a place that is able to give every patient the attention and care they need for their ultrasound. To do this, we need better staffing and for the staff we have to not feel overworked and undervalued.



JAIME LEWANDOWSKI
IR Tech, 2.5 Years at RGH

I'm forming a union for better pay and benefits.



JORDAN GOETZ
IR Tech, 6 Years at RGH

It becomes increasingly apparent that we are on our own. Let's be on our own together.



ALESSAUNDRA HAAG
LPN Surgical Tech, OR
5 Years at RGH

I'm forming a union for better scheduling, a better work environment, fairness, job security, and to have a bigger voice.



BRYAN WHELAN
Cardiac Sonographer
Less than 1 Year at RGH

I'm forming a union for improved pay and benefits, and to have a voice in a company where corporate doesn't seem to care about everyday workers.



JENNIFER LIPKE, LPN, 4800
8 Years at RGH

I believe in creating a work environment that I am genuinely proud of—one rooted in respect, support, and shared purpose. I have great respect for my colleagues, and I work well with them. I know firsthand how strong and dedicated this team is. I truly believe that if we had a united forum, we could communicate openly, support one another, and have our voices heard. A union represents hope to me—hope for collaboration, stability, and a workplace that allows us to give our best to the people who depend on us every day.



RUVIM POPLAVSKIY, Cardiac Sonographer
Less than 1 Year at RGH

We are significantly underpaid for the work we do in the cardiology lab. Those nearby in Buffalo/Syracuse make at least \$3 to \$5 an hour more than what we make at RGH. There's corporate micromangement over how many exams are performed per day. Corporate cares more about making a profit financially than maximizing patient care.

ISABEL MONTANEZ, Surgical Tech, OR
6 Years at RGH

We are forming a union to lead by example. We will stand up for something or fall for anything. We need to be recognized as professionals in healthcare. National Board of Surgical Technology and Surgical Assisting—NBSTSA "Power to the Surgical Technologists."



FATUMA ABDI, Surgical Tech, OR
1 Year at RGH

Forming a union means speaking out, using your voice, and creating a strong family. Job security is important and this is a great idea for our workplace.

MONIQUE LAWRENCE, LPN, 6800

I'm forming a union to be able to show other new or experienced nurses we are capable of our education we worked hard to get and further, equality all around. We are all humans and nurses!



ANGIE QUICK-COLEMAN, LPN, 6800, 4 Years at RGH

I began my nursing career at RGH 25 years ago as a brand-new graduate nurse, handpicked for the PPCU on 5200 after being observed during clinicals and recognized as enthusiastic, compassionate, and a natural leader. I still remember the nurse manager taking time to speak with me and pouring encouragement into me, because back then, RGH truly felt like a family. There was respect between nurses, physicians, and leadership, and staff felt valued. Sadly, over the years I've watched that family culture deteriorate, the LPN profession undervalued and under appreciated. Nurses have too often been treated as disposable, and many excellent nurses and providers have left (myself included) as leadership focused more on growth than on the people who make this organization run. I've had countless conversations with leaders who were polite and listened....but real change never followed. Meanwhile, benefits have been cut, including earned vacation time, and wages have stagnated while our responsibilities and workload continue to grow...all without nurses having a real voice in the decisions.

That is why I support bringing a union into RGH for LPNs. We deserve fair pay, safe staffing, and to be compensated for the increasing demands of our role. A union contract protects patient and staff safety, ensures accountability, and gives nurses a voice that leads to action, not just "being heard." I'm voting yes because I want to rebuild a workplace where nurses are respected, protected, and proud to call RGH home again.



**JARED WELTON,
Senior IR Tech, 9 Years
at RGH**

I'm forming a union to have a voice and influence on the long-term viability and prospect of my career at Rochester Regional Health.



YESSICA GUTIERREZ, Surgical Tech, OR, 6 Months at RGH

I want to be part of a community that allows for us to have better pay, benefits, and respect. To allow all of our efforts in the workplace to be appreciated and to give us a voice. As well as to be able to improve patient care with no overworked coworkers.



CHLOE VOGT, Surgical Tech, OR, 4 Years at RGH

The union will be a great opportunity to provide us job security, improved patient care, and improved pay and benefits. With the union, we can hope to be paid the same as surrounding cities. We deserve respect and to be treated fairly. We work hard to keep our patients safe. We deserve to be shown our dedication matters.



DENISE OWENS, Surgical Tech, OR, 37 Years at RGH

After 37 years at RGH, I feel I have no voice, treated like a number and not a person that has needs. I have the need to take care of myself, my family. Better benefits, better pay. It's time!



**MARQUIS STEVENS, LPN, 5400/5500,
5 Months at RGH**

I want to form a union for respect and safety for staff and patients.



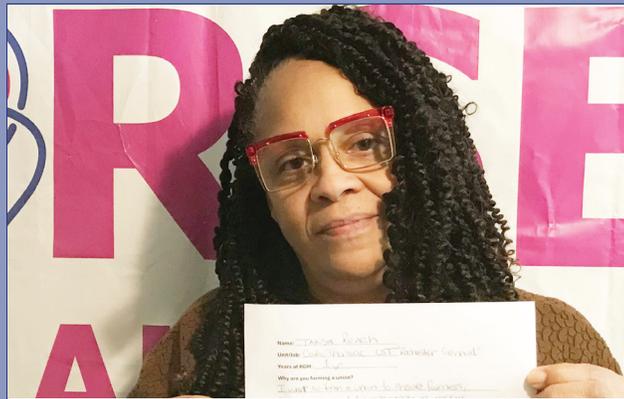
**SVITLANA TRUKHLINSKA
Surgical Tech, OR, 4 Years at RGH**

I'm forming a union for respect and fairness. Also, to demand better pay and benefits, improved working conditions, and safety.



**GABRIEL SANTIAGO, CV Tech, OR
20 Years at RGH**

I'm forming a union for better pay, more staff, and more say in the workplace.



**TANYA ROACH, Surgical Tech, OR
1 Year at RGH**

I want to form a union to ensure fairness, consistency, and transparency in working conditions, training, and expectations across the board. A union gives employees a collective voice so concerns can be addressed constructively, without fear of retaliation, and before issues escalate. Union isn't about conflict—it's about creating clear standards so everyone can succeed safely and fairly.

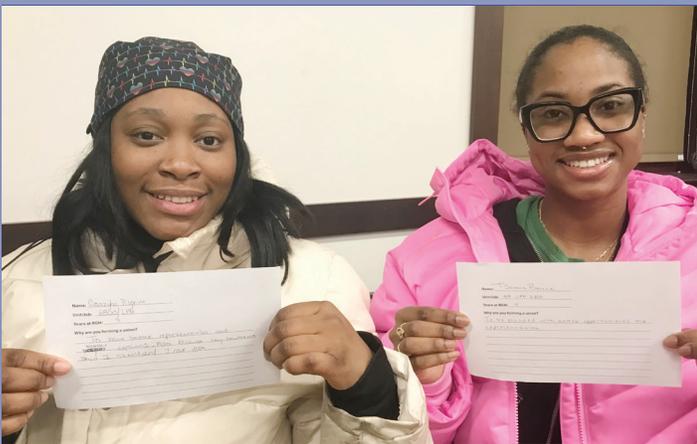
**MARIAH NELSON, LPN,
Surgical Tech, OR, 3 Years at RGH**

I'm forming a union for workplace protection and stability.



QUINCY KENDRICK, LPN, 6800

I'm forming a union to make my job better and to improve patient care settings.



**CEAZYHA PILGRIM
LPN, 6800, 4 Years at RGH**

I'm forming a union to have better representation and better options. Also, because I love my coworkers.

**TSHOMA BOURNE, LPN,
6800, 4 Years at RGH**

I'm forming a union to be provided with better opportunities and representation.



**ERIN CASE, Respiratory
Therapist, 4 Years at RGH**

I'm forming a union to protect my pension and to have safe staffing for my patients' and my coworkers' benefit!

**MARY MICELI,
Respiratory Therapist
4 Years at RGH**

I'm forming a union for safe staffing, respect, a protected pension, and protected benefits.



**DAVID L. FINALDI, Senior CT Tech
43 Years at RGH**

A union means a seat at the table for employees (workers). A union gives employees a chance to negotiate and bargain for fair wages and benefits. Without unions, employees would have to fight for their rights individually against powerful and large organizations. Without unions employees simply would not have a fair chance! My father was a member of the textile union, and although his pay was relatively poor, after he retired, he had many benefits for years!



CAROLYN COLLIS, Surgical Tech, OR, 35 Years at RGH

As a senior employee, I have seen way too many benefits "takeaways" occur throughout the years. We need to make sure we are respected employees and can provide security for ourselves as well as our families. The recent insurance changes are especially upsetting!

**JULIE DELLAQUILA, Cardiac Sonographer
9 Years at RGH**

I wish to contribute more input regarding department decisions. I hope to receive fair pay/benefits going forward.



SHANNAN BUFFENBARGER, LPN, 4800, 3.5 Years at RGH

I'm forming a union to have my voice heard for safe staffing and fair benefits. I work in healthcare and our current benefits are outrageously high. We also deserve fair benefits for this difficult work we do every single day.



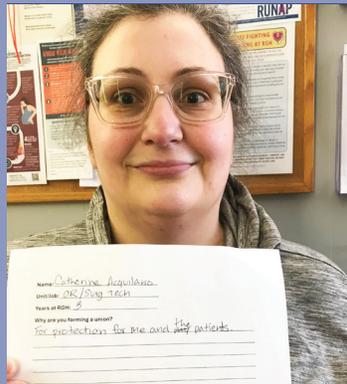
**SKYELAR KINGSLEY, ADAM BURGOS,
DAH PAW, MCKENZIE O'KEEFE,
JAMES RIESENBERGER II,
LAUREN FILICE, ROBERT ZIMMERMAN
Respiratory Therapists**

We want to improve staffing, compensation, and benefits, and protect our pensions and our future!



**ANTHONY SANTIAGO
Surgical Tech, OR
11 Years at RGH**

I am forming the union to get more protection at work and better wages.



**CATHERINE ACQUILANO
Surgical Tech, OR
3 Years at RGH**

I'm forming a union for protection for me and my patients.



**MEGAN ALLMANNSBERGER,
Medical Lab Tech, Cytology
19 Years at RGH**

I want to secure my pension, have a voice for changes within the lab and make more money! Give the power back to the people who do the work! We deserve to negotiate our salaries and better benefits!

**AMADU JALLON
Medical Lab Tech
Cytology
4 Years at RGH**

I'm forming a union for better representation.



D. POUND, Medical Lab Tech, Microbiology, 18 Years at RGH

I want to be a part of this Union so that I can have a stronger voice in my work environment (policies/standards/procedures/treatment).



CIERRA KNIGHT, LPN Surgical Tech, OR 4 Years at RGH

I am forming a union for respect, fairness, say in the workplace, improved patient care, job security, and improved pay and benefits. It's important that our voice is heard to make positive workplace changes!



KAYDENCE RILEY, Surgical Tech, OR 1.5 Years at RGH

I'm forming a union for better pay for the amount of work we put in! For better working conditions as well!



TORI CHISELKO, LPN, 4800, 6 Years at RGH

As an LPN, I want to unionize because I believe that our input should matter in decisions that affect our jobs and patient care. I'm proud of the team I work with and we deserve fair treatment, representation, and job security. I'm tired of working below grid with broken promises of safe staffing. I'm tired of hearing about "the budget" when CEOs are getting bonuses. I'm tired of feeling burnt out after 3 days of work. Together, we can tell them "NO MORE!"



PAULINA MOTLEY, LPN, 5800, 5 Years at RGH

I support the formation of a union because LPNs are often given the same assignments as RNs, yet are paid significantly less. The workload continues to increase without fair compensation or consideration of our scope of practice. A union can help ensure equitable pay, reasonable assignments, and working conditions that allow LPNs to thrive and provide safe, high-quality patient care.



**JOVANY MARTINEZ
Respiratory Therapist
8 Years at RGH**

I'm forming a union to protect my pension and my benefits from changing without my say.

**MARINA FARNBACH
Respiratory Therapist
2 Years at RGH**

I'm forming a union to keep my pension, for safe staffing, and to increase pay yearly.



To learn more, contact RUNAP Organizer Will McMahon at 917-239-7558 OR www.RUNAP.org/twu



ZACHARY CAHILL, Occupational Therapy Assistant, 2 Years at RGH

I'm forming a union for better pay and working conditions. If the pay was better, I would come back full-time.

REMLE GEAR, Physical Therapist Assistant, 3 Years at RGH

I'm forming a union for better benefits, improved pay, better healthcare, and staffing.



**TIMOTHY RODRIGUEZ
LPN Surgical Tech, OR
1.5 Years at RGH**

I would like to join a collective voice that will help protect the workers but also spark inspiration for a change for the better in the hospital. We all play a big part in this picture for a better community.

**TRACY WIEST
Medical Lab Tech, Cytology
28 Years at RGH**

I'm forming a union for better pay and better patient care.

**MEGAN DOOLIN, IR Tech
2.5 Years at RGH**

I'm forming a union for stability, support, and say in the changes being made.

TERESA O'DONNELL, Respiratory Therapist, 4 Years at RGH

I'm forming a union for better future security for my family.

**DARRYL PARKER, LPN, 5800
4 Years at RGH**

I'm forming a union for better healthcare outcomes for nurses and patients.



KAHLEY HOGLE, Surgical Tech, OR, 6 Months at RGH

I am forming a union to fight for better pay, benefits and respect. My coworkers and myself's dedication and hard work is taken for granted. With the way things have been, I can see why so many people get burnt out. I want to be a part of the change!



**DAISY PARDO
Surgical Tech, OR**

I'm forming a union for job stability.

JULIA MULLER, Surgical Tech, OR, 6 Years at RGH

We are forming a union because we want respect and fairness on our unit. We would like to have a voice to speak our grievances without worry of termination.

Ready to join us? Sign a union authorization card at runap.org/card



CARMEN CAMELIO, RN, Rapid Response (RUNAP President)

In my 22 years at RGH, I have worked as a Unit Secretary, PCT, LPN, and RN. As a corporate float and now a rapid response nurse, I have cared for patients throughout the hospital and worked with so many of our coworkers in all different professions. In that time, I came to the conviction that it should be all of us who make the critical decisions impacting patient care and not corporate executives at Riedman. That has been our vision for RUNAP since the first meeting in July 2021. I am excited more professions are organizing to find your own voice, and I believe it is a strong sign of things to come. Together, we can set our hospital back on track.

PHOEBE SHEEHAN, RN, Rapid Response (RUNAP Treasurer)

One of my favorite RUNAP wins so far is the creation of the Rapid Response team, which I have the honor of serving on. We are able to off-load some of the tasks in the ICUs and the ED while also being available to serve as a resource out on the floors. I'm grateful for all of the amazing colleagues I've gotten to know through this team and know the impact it has on offering support to all of the staff working so hard to keep all of our patients safe and cared for at RGH every day. With more of our staff organized, we will be able to make even more improvements like this!

SUPPORT

Other unioni



KAREN O'BRIEN, RN, Labor & Delivery (RUNAP Unit Rep)

On Labor & Delivery, forming a union has meant stopping unsafe floating, improving our staffing grid, and having a stronger voice at the bedside. The benefits are so strong, our Midwives just filed unanimously to join our union! I'm excited to hear that our LPNs, Surgical Techs, Respiratory Therapists, Radiology Techs, and others are now doing the same. You deserve it!



LISA COULOMBE, RN, Interventional Radiology, (RUNAP Unit Rep)

Our union is working out great for us. Nurses made a lot of improvements and continue to have a strong voice. Our technologists absolutely need the same kind of voice, so they aren't just worked unsustainably by an administration that is out of touch and doesn't listen to anyone. We support you!

RT FOR OUR UNION!

Unionized healthcare workers speak out!



MARY NOWOCIEN, LPN
Kaleida Health (CWA 1168)
Buffalo, NY

Being a part of the Union is more than having job security; it gives me a voice at work. Instead of decisions being made about us, we have a seat at the table and are part of the decision-making process. Because of our union, an MOU was created that provided job opportunities for LPNs in the acute care setting. Previously LPNs only worked in the Long-Term Care setting or the clinics in the hospital system. During our 2025 contract negotiations, a new wage scale brought us significant raises. Our job title matters, our skills matter, and our work deserves respect. Being Unionized means we're heard, protected, and empowered to shape our future.



CHERYL RICHARDS, Respiratory Therapist
Chestnut Hill Hospital (PASNAP), Philadelphia, PA

With the changes happening in healthcare, having a union means that the hospital has to treat us fairly. It's like having a safety net. With a union, we can focus on giving the best possible care to our patients. We don't want hospital administrators without healthcare experience deciding what is best for respiratory therapists—we want a voice for ourselves and our patients.

MARIE FERISTIN, Respiratory Therapist
Chestnut Hill Hospital (PASNAP), Philadelphia, PA

Having a union gives us an opportunity to have a voice. For me, safety comes first, and I know that I can advocate for the hospital to be accountable to keep me and my patients safe.

Q: What is a union? And what union are we joining?

A: A union is just a group of coworkers coming together to advocate for each other. We are joining together to form our union as a local, or a branch, of RUNAP, the union formed by the RNs in 2022. RUNAP will then be an umbrella organization made up of multiple “locals.” We will elect our own reps from every area, our own local officers, and will jointly run the larger organization with the RNs. No one makes decisions for us other than ourselves, but by working together with other groups, we will have more power when dealing with a common employer. The RNs will be going back to bargaining for their second contract later this year, so we are timed well to work together for maximum power!

Q: How will RRH administration respond to our organizing?

A: RRH spent \$1.3 million on anti-union consultants when the RNs organized, making RRH the #3 spender on union-busting nationally in 2022! They have already started doing the same for us. These consultants spread misinformation, fear, and even sometimes impersonate “neutral” educators or labor board agents. Their goal is for us to just put our heads down and shut up. Remember: if you hear something will happen because we form a union, and it doesn’t sound like something we would agree to, then it isn’t true! **If RRH didn’t think we stood to gain by organizing, why would they spend so much to fight it?**

Q: Can supervisors or managers be in our union?

A: Under federal law, supervisors and managers cannot be included in the union. RRH administration will

unfortunately require department managers to spread scripted anti-union talking points to create a climate of misinformation or tension around unionizing. However, this will be temporary until we win our election. We can continue to have good working relationships with our managers, they can help us with our work in whatever ways they currently do, and they will also benefit when we are able to win more resources for our departments and improve staffing and retention. Comparable raises and benefits are often rolled out to supervisors and managers after a union contract is settled.

Staff and department-level managers alike suffer when decision-making is concentrated with distant corporate executives who don’t know us, our patients, or our day-to-day work.

Q: How do negotiations work? How do we make sure our contract reflects our needs?

A: We will fill out surveys to identify everyone’s priorities, nominate and elect coworkers for our bargaining committee, and hold meetings to collectively write our proposals. Every job title and area, no matter how small, will elect reps to the bargaining committee, and for larger areas we want a minimum of one rep per ten employees—but there is no upper limit. We will hold open bargaining, meaning any member can attend!

At the end of the process, the tentative agreement made by our committee is put up to a ratification vote by ALL members. When the RNs won their first contract, over 95% voted Yes to ratify it!

Organizing is our right, and we are working to make sure every one of our coworkers has their voice included. To learn more, contact a member of the RUNAP Technical Workers United organizing committee in your department, or text/call RUNAP Organizer Will McMahon at 917-239-7558.

Find us online: runap.org/twu

Ready to join us?

Sign a union authorization card at runap.org/card