



# Technical Workers United!

## What's the difference between being in a union and not?

 <b>Non-Union</b>	 <b>Union</b>
<p>RRH administration can make unilateral changes to our working conditions, without our input or agreement. We are "represented" by administrators who don't know our jobs, and we have no formal say or vote.</p>	<p>We are legally on equal footing when setting our working conditions, and admin must negotiate before any changes to current conditions. We are represented by our coworkers who we elect, and every union member gets an equal say.</p>
<p>Staffing and workload decisions are made by the System Finance Office at Riedman, often overruling even department managers or hospital-level administrators.</p>	<p>We have a stronger voice to hold RRH accountable to safer staffing. Union RNs have improved grids, established a Rapid Response team, legally documented unsafe staffing, and fined RRH for understaffing. There's more work to do, but having a union gives them real power.</p>
<p>Raises come in inconsistent amounts at inconsistent intervals, often below market rate and not keeping up with cost of living or rewarding experience. Retention suffers.</p>	<p>Together, we have more power to negotiate fair wage scales with consistent raises for both experience AND cost-of-living. <b>See other side for how Union RNs turned around retention.</b></p>
<p>Chip Davis can keep cutting our health benefits without limit.</p>	<p>Union RNs are exempt from the "pay band" change due to caps on their premiums and have the right to challenge other changes via binding arbitration (now pending).</p>
<p>Pension program can be altered or ended at any time. We legally keep what is vested, but RRH could stop further contributions.</p>	<p>Union RNs have protected their pensions, and RRH cannot alter or end contributions for current or future RNs.</p>

Today, when an important decision needs to be made, only two groups have a formal seat at the table: RRH Administrators and Unionized RNs. **We deserve a seat at that table too!**

**Want to learn more? Talk to an organizing committee member in your department or text/call RUNAP Organizer Will McMahon at 917-239-7558.**





# Technical Workers United!

## What can forming a union mean for pay and retention?

RRH administration has circulated flyers trying to scare us about “union dues.” These are copy-and-paste jobs made by expensive anti-union consultants who know nothing about our hospital. They did the same thing when the RNs were organizing, so let’s look at what they won by organizing.

In October 2023, the median RN by pay was a critical care nurse with 9 years of RN licensure, with a base rate of \$33.43 and a department premium of \$3. The contract combined these into a new base rate of \$36.43. Here is how that nurse’s pay goes up over the course of the 3.5 year contract:

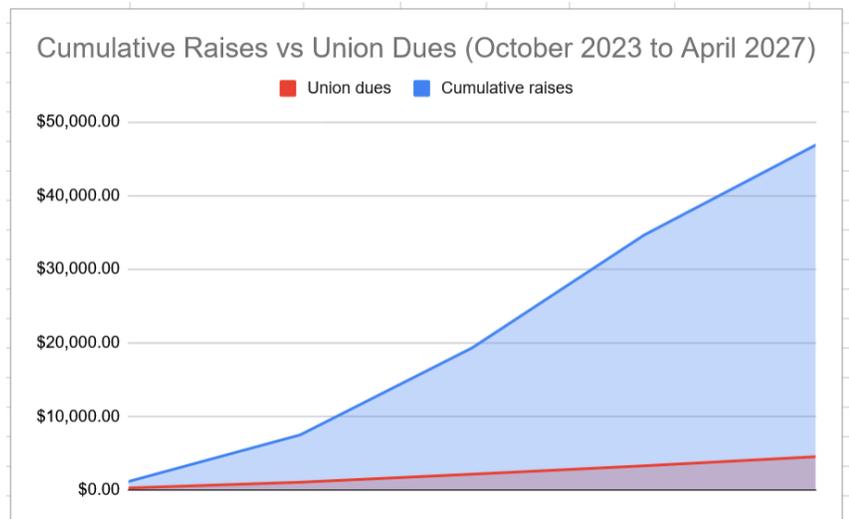
	Wage	1.25% dues	Wage after dues	Difference vs pre-union (hourly)	Difference vs pre-union (annual, 1.0 FTE)*	Cumulative total vs pre-union
<b>Pre-union</b>	\$36.43	N/A	\$36.43	N/A	N/A	N/A
<b>October 2023</b>	\$38.62	\$0.48	\$38.14	\$1.71	\$887.77	<b>\$887.77</b>
<b>February 2024</b>	\$40.50	\$0.51	\$39.99	\$3.56	\$5,559.45	<b>\$6,447.22</b>
<b>October 2024</b>	\$42.12	\$0.53	\$41.59	\$5.16	\$10,740.08	<b>\$17,187.30</b>
<b>October 2025</b>	\$43.80	\$0.55	\$43.25	\$6.82	\$14,190.80	<b>\$31,378.10</b>
<b>October 2026</b>	\$47.63	\$0.60	\$47.03	\$10.60	\$22,057.62	<b>\$42,406.91</b>
<b>April 2027</b>	Second contract raises once negotiated. Retroactive to contract date is typical.					
*Oct 2023 and Feb 2024 raises combine for an annual raise of \$6,447.22 for Oct 2023-2024.						

After dues, that RN will make a total of **\$42,406 more over 3.5 years**. Pre-union, raises were often only pennies, if anything.

Those dues go into an account managed by reps and officers elected by their coworkers, so they can have a strong organization and hold RRH accountable. No wonder administration is against it!

### What’s been the impact on retention?

When RUNAP formed, there were 838 staff RNs at RGH. Today, there are 1,072 and growing, a net gain of over 200 staff nurses.



Look at the vacancies for LPNs, or the number of travelers in X-Ray. **It’s time for a change.**

**Want to learn more? Talk to an organizing committee member in your department or text/call RUNAP Organizer Will McMahon at 917-239-7558.**

