

SAFETY FIRST: SECURITY & STAFFING AT RGH

We are calling for real action from administration, including:

- Metal detectors at all entrances
- More resources for security, including updated equipment and more staff on at a time
- Safely staff our units by adhering to the staffing grids
- Expanded training and education opportunities for staff

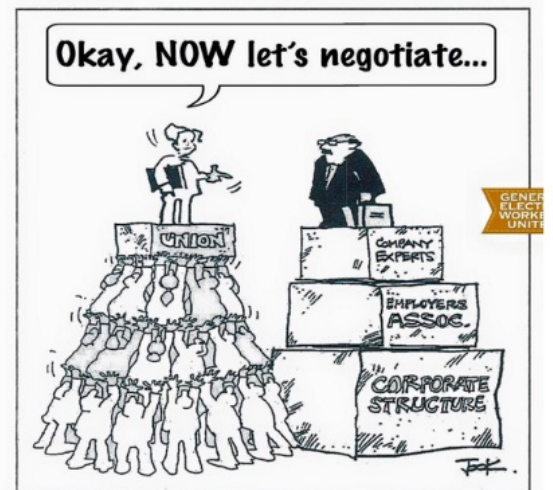
We are deeply thankful to our coworkers in RGH Security for their intervention in the dangerous incident at the hospital earlier this month. For years, we have raised the alarm about inadequate safety and security at RGH. This is not the first time staff and patients have been threatened or assaulted, and it unfortunately will not be the last if Rochester Regional Health administration does not take our safety seriously.

Join our collective efforts to ensure that RGH is safe and build a workplace culture where we support and show up for each other. RUNAP members can start to learn more by joining our members-only WhatsApp or contacting RUNAP Staff Megan McRobert (megan@runap.org)

300 RGH Technical Workers Won a Union!

On Monday, April 6, the Technical Workers of RGH voted to join RUNAP! Congratulations to nearly 300 of our colleagues who just gained collective power and a legally protected seat at the table. Hospital bargaining units are set by the Labor Board and this group includes Respiratory Therapists, LPNs, Radiology Techs, Surgical Techs, Medical Lab Techs, Cath Lab & EP Techs, PTAs & OTAs, and others. We will have more power to win just working conditions and quality patient care by working with even more of our RGH colleagues.

WHEN WORKERS UNITE



RUNAP Continues to Grow: RRH Urgent Care RNs & Providers Announce Latest Union Effort

The latest group of employees to file for a union election with RUNAP includes nurses, nurse practitioners, physician assistants, and physicians at urgent care locations throughout the system. Help welcome them and check out more information about their campaign at

www.runap.org/ucu

If you have questions, or know someone who wants organize a union, reach out to RUNAP Organizer Will McMahon at 917-239-7558.

Want to highlight a recent unit activity or shout out your floor? We'd love to feature it in an upcoming newsletter! Part of building a strong union is supporting each other and building a place where we celebrate and uplift each other and our profession. Send submissions to info@runap.org.

Meetings & Upcoming Events

This Month:

- **Wed 4/15** - Labor Management Committee. At this monthly meeting, representatives from RUNAP and RGH discuss workplace issues. This month, we'll discuss the impact of floating on our units and the importance of improving security.
- **Fri 4/24** - RGH Staffing Committee
- **Mon 4/27** - RUNAP welcomes RNs at the monthly New Hire Orientation (9:30 - 10 am in the Education Center)

Later this year:

- Sat, May 30 - Annual Delegate Assembly
- Summer - Nominate a bargaining committee. Our contract expires on April 24, 2027 and we expect to start bargaining in the fall.
- August - Nominations open for 2026-2028 RUNAP Executive Board (President, Vice President, Secretary, Treasurer, and Delegate)
- September - Executive Board Election

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 Form! Report Unsafe Assignments

We know there have been issues using the form recently. We've updated the platform we're using to host the form. It's the same link & QR code but should work on mobile and RGH wifi!



Scan the QR code or
[www.runap.org/
unsafe-staffing](http://www.runap.org/unsafe-staffing)

- Fill out 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.
- You don't have to work in a RUNAP position - Anyone working at RGH can document an unsafe assignment
- 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 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. Contact info@runap.org to schedule a different time or check if someone is here.



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