

NEW HIRE WAGE SETTLEMENT

Our union contract established wage scales based on years of RN licensure. Anyone hired into a RUNAP position after the contract was ratified (October 2023) should have a base rate that reflects the **number of full years of RN licensure you had on your date of hire** (including out of state licensure or an international equivalent). Current employees are moved on the wage scale in October - regardless of the timing of your licensure anniversary.

Last year, we learned that RGH was placing new hires at Year 0 and refused to correct the issue. We filed a grievance and prepared to make the case in arbitration. Just a few days before the scheduled arbitration, RGH agreed to resolve the issue.

If you started working after the RUNAP contract went into effect and were placed on the wage scale incorrectly, you should have received backpay in your April 24 paycheck. As of the writing of this newsletter, 22 employees received backpay totalling over \$4000.

IF YOU STARTED IN A RUNAP POSITION SINCE THE CONTRACT HAS BEEN IN EFFECT AND THINK YOU MIGHT BE OWED BACK PAY, REACH OUT TO MEGAN@RUNAP.ORG BY FRI, MAY 22.

You can reach out to the Compensation Team via Workday to try to get your pay corrected, but will likely not receive backpay unless we raise the issue as part of this settlement. We have a limited time to review new issues, so don't delay!

When we were bargaining this contract, we stressed the importance of moving people up in the wage scale effective their anniversary date - but management claimed that was "an administrative burden". We will be preparing to renegotiate our contract later this year. If pay or the wage scales are something you'd like to see addressed, make sure you nominate someone to the bargaining committee and join in union actions to demand improvements in our second contract!

Check your base rate! Is it correct?

We are in Year 3 of the contract - see page 20 for hourly employees or page 22 for salaried.

Scan QR code for contract:



RUNAP Continues to Grow:

Welcome RRH System-Wide Phlebotomists!

On Tuesday, May 5, the fifth unit to organize with RUNAP filed for a union election! Over 100 phlebotomists at over 31 patient care centers in the system stand together to demand a seat at the table for safe working conditions, fair pay, and a collective voice on the job.

Know someone who wants to form a union? Encourage them to fill out the Contact form on the RUNAP website (www.runap.org) and we will follow up.

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.

May 30: Spring Delegate Assembly

RUNAP holds an annual meeting of representatives to approve the budget and set priorities for the following year. We held a meeting in December 2025 and are holding an additional mid-year assembly to discuss new bylaws, review the status of this year's budget, and kick off next steps for bargaining.

This year's assembly will also include our newly recognized union colleagues - Midwives and Technical Workers. We'll be coordinating our contract campaigns and working together to demand better!

Coming Soon...

- **May 20 at 10 am** - Labor Management Meeting (monthly meeting with RGH and RUNAP representatives). Agenda items: Overuse of floating and security
- **June 1 at 9:30 am** - RUNAP presentation at New Hire Orientation.
- **Summer** - Nominate representatives for your unit for the bargaining committee
- **August** - Nominations open for 2026-2028 Executive Board (President, Vice President, Secretary, Treasurer, and Delegate)
- **September** - Executive Board Election
- **Fall** - Start renegotiating the contract
- **April 27, 2027** - Contract Expiration Date

Reminder to Report Unsafe Assignments



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

