RUNAP TECHNICAL WORKERS UNITED!

October 21, 2026

Report: Our First Bargaining Session

On Tuesday 10/20, the three hundred technical workers of RGH had our first bargaining session with RRH administrators.

Ten coworkers from our elected bargaining team were at the table, including three Respiratory Therapists, two CT Technologists, two Medical Lab Techs, a Sonographer, a Cardiac Sonographer, and a Cath Lab Tech, supported by four RUNAP staff members and RUNAP President Carmen Camelio (RN, Rapid Response). RRH's side was three lawyers, an HR administrator, and three department managers/directors.



At the end of a long day of bargaining!

We came prepared with ten contract proposals, including **a comprehensive, three-page proposal for improving Health, Safety, Equipment, and Supplies at RGH *(see the flip side!)***. Other proposals included:

- Agreement Scope and Recognition (who is included in the contract)
- Duration (the term of the first contract: we proposed three years)
- Separability (what happens if laws change and impact a contract provision)
- Successorship (what happens if RGH is sold or RRH merges with another system)
- Classification of Employees (FT/PT/PD definitions)
- Union Activity and Access (rights of reps and union staff in the facility)
- Union Security (how we pay dues and how/when RGH deducts and sends them to us as a union)
- Discipline (establishing a "just cause" standard for discipline)
- Probationary Period (when the "just cause" standard applies to new hires)
- Personnel Files and Evaluations (how long warnings stay on file and our rights in the eval process)
- Grievance & Arbitration (the enforcement mechanism of the contract, including neutral arbitration)

Our plan was to make our initial proposals across the first few sessions (as we are still working on finalizing each department's staffing and wage proposals), and for this first session to be dedicated in large part to serious health and safety concerns. **Unfortunately, RRH seemed more concerned with securing the bargaining table than securing the hospital.**

Open Bargaining: Transparency & Democracy

RUNAP operates according to "open bargaining," a gold standard in union democracy and transparency that ensures that **union members have the right to attend negotiations that impact them**. This process is one of the reasons the RNs were able to settle a first contract ratified by over 95% of members.

RRH came with proposed "ground rules" that would take away the right of union members to attend bargaining, preferring to meet with only a small group behind closed doors. They couldn't give a compelling reason, other than space limitations and thinking it would be disruptive for people to come in/out.

We responded with reasonable agreements around exchanging lists of attendees the day before, limiting in/out and other disruptions, room occupancy, and decorum, while not signing away the right of a union member to observe negotiations with proper notice. We also requested a reasonable schedule of future bargaining dates and a process for bargaining committee members to request release time so every department will be represented at the table in future sessions.

RRH initially refused to even hear our contract proposals until we agreed on "ground rules," while continuing to push against open bargaining. At one point, we asked if there was anyone in the room they objected to the presence of and they said they wouldn't answer that. However, when we explained the seriousness of the health and safety concerns we were bringing to the table, they finally agreed to receive the proposals and hear our stories *(see the flip side!)*, including staying 15 minutes past their previously stated end time, which we appreciated. We were also able to set a next date of December 1, nearly a month earlier than they had initially said they were available.

RRH said they would open our next session with another proposal on "ground rules." We urge them to agree to reasonable guidelines and drop their insistence that our coworkers don't have the right to ever be in the room where the terms and conditions of our employment are being negotiated. That is the exact lack of transparency and respect from administration that led us to organize in the first place! **It's time to cut the nonsense and start talking about real issues.**

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Our Proposal: Health, Safety, Equipment, Supplies

Over the course of multiple bargaining committee meetings, our elected coworkers from throughout the hospital came together to draft a comprehensive proposal to address the many serious health and safety issues we face in the hospital. **Scan the QR code to the right to read the full proposal!**

Scan to read the full proposal!

On Tuesday, we presented this proposal to RRH administrators and told just some of the stories that inspired this proposal, which included:

- Broken, missing, or inadequate equipment and supplies, ignored when reported
- Old equipment being repaired with used parts from eBay
- Maggots and fruit flies found in patients' tracheostomies (& staff told fly traps would look bad)
- Mice, rats, and vermin so widespread that staff have to buy their own rat traps
- Cracked asbestos tiles not being replaced
- Build up of trash, lack of daily terminal cleans in procedure rooms, rooms not being cleaned in between patients (including staff finding feces and needles on the floor), and other breakdowns in basic cleanliness, especially since RRH outsourced our EVS/housekeeping to save a quick buck
- Staff exposed to radiation being denied proper lead protection, including breast coverage and proper eye coverage (forcing techs with prescription glasses to choose between protecting their own eyes or being able to actually see the patient in the procedure).
- Lack of adequate equipment, time, or staff support in transferring patients between wheelchairs, stretchers, and tables/beds, and some of those wheelchairs/stretchers/tables being out of proper order while still in use, causing strain and injury for staff and potential harm to patients
- Assignments not building in adequate time and consideration to don/doff PPE when dealing with candida
- Not having enough time to use the restroom and not having adequate locker room facilities
- Dangerous trip hazards and other OSHA violations
- Pregnant and nursing women being exposed to PMMA without accommodations
- Inadequate security at hospital entrances and in parking garages/lots leading to theft and assault
- Broken, missing, or inadequate security alert systems
- Staff members' work hours or locations being given out to callers without permission
- Vulnerable patients' "do not contact" orders not being properly recorded or transferred between hospital systems, creating dangerous situations for patients and staff

Our proposal calls for RRH to commit to fixing the above issues at RGH and to establish a clear process for addressing future issues, allowing staff to actually hold management accountable.

RRH's team listened respectfully and asked follow-up questions. After the tense exchanges around bargaining rights, actually getting into the real issues felt like it brought a shift in tone. As we had only a short time to present all of this at the end of the day, RRH indicated that they were interested in discussing these issues more next time. We hope this indicates that they will take our safety seriously moving forward.

If RRH actually wants to hear more about these and our many other issues with health, safety, equipment, and supplies in the hospital, we want to tell them! **We are launching a survey to gather stories and shine a light on unsafe and unsanitary conditions at RGH, so we can finally fix them. Scan the QR code or go to tinyurl.com/TWUsafety.**

Next Steps For Our Union

On Saturday, October 24, reps from all locals will gather for RUNAP's annual Delegate Assembly. Our reps will set the union budget for next year and discuss common priorities as we all go into bargaining.

This week, election links went out to all members to vote on our proposed local union bylaws and officer structure. If you didn't receive a voting link, or if you're not on our email list, contact RUNAP staff rep Mohini Sharma at 585-623-9633 or mohini@runap.org. If the bylaws are ratified, nominations for the proposed officer positions (Co-Chairs, Secretary, Grievance Chair, Communications Chair) will open.

Our next bargaining session is December 1. In the meantime, our committee will continue to put together more proposals including on staffing and wages. Anyone with ideas should get in touch with your unit's bargaining committee representatives! A list of reps can be found at **tinyurl.com/RUNAPreps**.