



Good Evening RNA Members,

Every month there is a Labor Management Meeting per our contract between RNA/ONA, nursing administration and HR. This meeting was scheduled for this morning and RNA asked members that are experiencing extreme low census to be present at this meeting so they could provide direct feedback to leadership. Less than 30 minutes into the meeting our Chief Nursing Executive ended the meeting, by hanging up the call line due to not liking the forum of having to answer direct questions from nurses regarding their employment. Your RNA co-workers, board, officers find this unacceptable! We are sending Bev the following letter and ask that you email bev.bokovitz@uchealth.com & jack.talbot@uchealth.com and let them know they need to collaborate with RNA and assist the frontline nurses who are the heart of this organization by doing the following:

- #1. Be transparent with RNA regarding levels of PPE and numbers of nurses exposed, quarantined and infected.*
- #2. Fix the Sign-up Genius to allow all nurses the ability to fairly and equitably attempt to fulfill their FTE.*
- #3. Advocate for nurses in the workplace to implement the maximum PPE precautions available and optimal staffing levels throughout the hospital.*
- #4. Provide the front-line nurses of the RNA an equal and informed seat at the table to discuss the issues facing them during this unprecedented crisis.*

Dear Bev,

Almost two years ago to date the RNA nurses of UCMC implored that you be our voice and advocate to management at the bargaining table. In your tenure at UCMC we must say time and again you have really disappointed us.

During these unprecedented times when nurses are faced with putting ours and our families lives on the line to care for patients both our economic welfare and general safety should be your greatest concern.

We understand that nursing leadership may not be able to answer all of the employment questions that RNA/ONA has raised- however you should be asking those same questions. We need to be assured that nurses have a seat at the table and the correct people are in the room if there is ever a chance of collaboration.

The nurses at UCMC are gravely disappointed by your censorship of our nurses and Union leaders during the labor management committee meeting this morning. Many times during this meeting both yourself and HR spoke about the need to ensure that the organization is taken care of. We will say to you- the way to do this is to ensure that the front line healthcare workers in our organization are taken care of.

On the agenda for LMC were not only employment issues but also workplace safety concerns that desperately need to be addressed. To abruptly end a meeting not even 30 minutes into the call because you "Don't like the forum" or the questions being asked is both immature and negligent towards your staff.

Union leaders have attempted to collaborate and discuss both the safety and employment affects of COVID-19 with both you and HR since the end of January. It is time you take responsibility for your careless actions and provide real answers and solutions to the concerns raised by nurses. It is dangerous and reckless to continue down the path that UCMC administration has chosen to follow so far during this unprecedented time.

For the safety of our patients, our staff, and our community, we insist that you take immediate action to truly collaborate with RNA and to do your part as a nursing leader to assist the frontline nurses who are the heart of this organization by doing the following:

- #1. Be transparent with RNA regarding levels of PPE and numbers of nurses exposed, quarantined and infected.*
- #2. Fix the Sign-up Genius to allow all nurses the ability to fairly and equitably attempt to fulfill their FTE.*
- #3. Advocate for nurses in the workplace to implement the maximum PPE precautions available and optimal staffing levels throughout the hospital.*
- #4. Provide the front-line nurses of the RNA an equal and informed seat at the table to discuss the issues facing them during this unprecedented crisis.*

In Solidarity,

RNA Board & Officers

RNA of UCMC

513-584-1171 Phone

513-584-1105 Fax

www.cincynurses.org

 <https://www.facebook.com/RegisteredNursesAssociation>

 www.twitter.com/cincynurses