

RNA members,

Yesterday your bargaining team met with representatives from the Medical Center to negotiate a new collective bargaining agreement (union contract). Our members have worked tirelessly throughout the pandemic for the Medical Center. The Medical Center started negotiations by stating that UCMC has been good to the nurses during the pandemic. Their position is that they will offer modest proposals and that the contract will not be concessionary. They stated that their lenses for this contract are “organizational flexibility” and “cost”.

The Medical Center’s contract proposals yesterday were the following:

- UCMC Article 5 - Proposes cutting RNA Officers union duty hours to 16 hours/wk total from 32 hours/wk. 8 hours for VP, 8 hours for President both unpaid. This sets back our Officer’s ability to represent us. Proposed as an incremental solution to staffing shortages. To paraphrase the employer: The Union is a business and members should pay for their own time being represented.
- UCMC Article 10 - This proposal no longer guarantees a nurse’s vacation if a nurse transfers to a new unit.
- UCMC Article 11 - Proposes to make floating outside of a nurse’s division the norm. Allows probationary nurses to be floated anywhere if their unit is closed. Eliminates the 4 hours definition of a pre-existing vacancy to qualify for premium call pay.
- UCMC Article 19 - Proposes moving to new Tuition Reimbursement policy. A two-year work commitment is required.
- UCMC Article 23 - Proposes to allow bargaining unit positions to be subcontracted to travelers and agency nurses for up to three years at a time.
- UCMC Article 25 - Requires UBI nurse to work 24 hours on their home unit in order to fulfill their monthly requirement. Proposes for UBI nurses to meet their requirement every quarter as oppose to two consecutive quarters.

As many of you know, the hospital recently offered a renewal for sign-on and retention bonuses for OR Nurses. We are requesting further information from the employer to inform our decisions regarding OR retention bonuses. We as the bargaining team told the hospital we are prepared to pass all economic proposals this Wednesday to address short staffing issues house-wide but were told that the Medical Center would not be prepared to engage on economic proposals for some time...

In the meantime, our bargaining team proposed the following non-economic proposals:

- ONA Article 2 – adds gender identity to the non-discrimination Article
- ONA Article 5 – increases hospital financed paid Union time for officers and stewards to allow more access to representation for members.
- ONA Article 12 – Requires the hospital to provide information supporting the discipline they intend to pursue against a nurse 24 hours in advance of meeting with a member.
- ONA Article 16 – Establishes the past practice of combining seniority lists when units are temporarily closed for the purposes of floating and low-census.

- ONA Article 21 – Propose that the Medical Center will post signage that the Medical Center will not tolerate aggressive behavior towards staff, that assault on medical staff may result in a felony and that the staff have a right to work without fear for their safety.
- ONA ADO – Establishes a QR Code for electronically filing ADOs to streamline the process to safeguard patients.

In solidarity,

Your contract negotiation team