

## Bargaining Update 6.28.21

The bargaining team would like to address items of disinformation from UCMC's June 25<sup>th</sup> update.

### Staffing:

- UC Medical Center claimed to have hired 490 nurses in Fiscal Year 2021, but they failed to disclose that only 227 are still employed.
- From an examination of the membership list, a total of 406 nurses departed UCMC in FY 2021.

### Exit Surveys:

These are the top-five reasons nurses leave UCMC from exit interviews FYs 2019 - 2021:

1. There was insufficient staff in their department to handle the workload
2. Employees did not feel they had the opportunity to be promoted
3. Site Leadership does not value their employees
4. System Leadership does not value their employees
5. Site Leadership does not communicate effectively

The Medical Center admits to a staffing shortage and that wages are not why nurses leave. UCMC has denied **every solution** to recruit and retain nurses proposed by the nurses. When asked why UCMC would not make a contractual commit to staffing ratios, their response was:

**“Ratios mean accountability, and accountability concerns us”**

### High Census Bonus

On Monday June 21<sup>st</sup>, we proposed extending the High Census Bonus amounts of \$25/\$35 for the entirety of the next contract, as well as keeping the criteria for when the bonus is turned on based on nurse to patient ratios, **not** management's discretion. Our proposal extends the OR Retention Bonuses. The Medical Center **refused** to negotiate on Tuesday June 22<sup>nd</sup> on our proposals, and instead has violated your rights as a union member under Federal Law. Your rights were violated when they unilaterally imposed an extension of the bonus, taking away your ability to bargain for more (i.e. higher amounts, better ratios, a longer contractual commitment).

We currently have 12 Unfair Labor Practice charges filed against UC Medical Center. These are violations of your rights as a union member under Federal Law. and within the span of just two days the Hospital committed three more in an effort to undermine your rights and the negotiations process! This isn't the first time they have been found guilty of breaking Federal Law and violating your rights in workplace.

### Take Action!

Sign the petition to tell UC Medical Center that we need safe staffing NOW! <https://p2a.co/9SUm5m3>  
Share the petition with your social networks to let UCMC know that Cincinnati needs safe staffing now!