

Munson **NURSES** continue to advocate for safer staffing levels

Management refuses to guarantee any improvements

Two weeks ago, our Munson **NURSE** bargaining team, with the help of RN's from across the hospital, made proposals to guarantee and improve the existing unit staffing grids. Safe staffing is one of the most significant issues at the bargaining table, impacting not only the quality of our work environment, but level of care we can provide to patients and our community.

Our proposals were largely based on existing unit staffing grids. The improvements we suggested were recommended by staff on those units, based on their years of first-hand bedside experience.

When our team met with management on Tuesday and Wednesday of this week, we were looking forward to a substantive discussion about staffing and a counter proposal from the hospital.

On Tuesday, we received a brief counter proposal from management, which did not offer any improvements in existing staffing and even refused to guarantee the existing staff grids. **If the hospital really complies with the existing grids, then why not include them in our legally binding contract?**

Management also refused to provide any meaningful way for RN's to resolve concerns about staffing. The administration's proposal explicitly barred nurses from filing any grievance under our new contract about staffing concerns. Instead, RNs could only "request" a meeting.

It was disappointing that management failed to substantively participate in discussion about staffing. **NURSES will continue to negotiate for staffing policies that fully support our patients and our practice.**



Our next negotiation dates are **Wednesday, March 14 & Thursday, March 15.**

To learn more, stop by our cafeteria table (three shifts on each day):
Thursday, March 8th • Thursday, March 15 • Friday, March 16
6AM-8AM • 11AM-1PM • 6PM-7:30PM

Visit [munson**NURSES**.org](http://munsonNURSES.org) for the latest bargaining updates.

Highlights from **NURSE** Bargaining Proposals

On Tuesday, our NURSE bargaining team made an additional substantive proposal on non-staffing committees. Our proposals include, among other things, the following:

RN Representation on

Committees: NURSES repeated our proposal that staff (as opposed to managers) choose RN representatives for committees. We also call on the hospital to ensure that RNs have as many representatives on those committees as managers do, in order to have an equal voice.

FACT CHECK: Management tried to undermine our proposal for **RN Representation on Committees** by implying that only supporters of our union would be able to be on committees. That is not part of our proposal, and our goal is to encourage the most passionate and effective RNs serve on all committees.

Safe Workplace: NURSES restated our position that the hospital should work with staff to guarantee a healthy and safe workplace. This includes complying with federal, state and local health and safety laws, and providing necessary safety equipment.

Non-Discrimination: NURSES

continue to propose a guaranteed non-discrimination clause to prevent Munson from discriminating against any RN on the basis of sex (including pregnancy), color, race, sexual orientation, gender, religion, military or veteran status, age, protected disability, or any other legally protected status.

Subcontracting: NURSES

reasserted our proposal to prevent management from subcontracting to agency or other outside nursing staff. This habit undermines our jobs and can create dangers for patients.

Lift Team: NURSES

reaffirmed our earlier proposal that the hospital implement a pilot lift team and create a safe lifting policy.

Workplace Violence: NURSES

continue to insist that the hospital maintain an environment that is safe and free from violence.

*Questions? Contact your elected RN bargaining team at **MunsonRNs@gmail.com**, or stop by our cafeteria table to pick up a bargaining update and speak with fellow Munson RNs about our union.*