



Contract Negotiations Begin!

Nurses from departments across our hospital attended our first session of negotiations for our

next union contract on Monday afternoon.

Several members of our GWV RN negotiating committee presented our goals and vision for a new contract that Values Care and Values Nurses.

We engaged in a thorough discussion in which nurses spoke about experiences that they

have had with short staffing, mandatory overtime, and lack of adequate support.

Our shared experiences point to a need for a strong, united voice for RNs in our hospital.

Our contract proposals aim to ensure that as our hospital grows, we can retain and attract the nurses we need to be the employer of choice for nurses in our area and the provider of choice for our patients.



"At Geisinger, we have the honor and responsibility of being the #1 health care system in our area. We need to work together to build and protect that."

Randolph Fenner, RN
MS 6/Peds

NEXT NEGOTIATIONS

Monday, December 1 1:00 PM @ Best Western, East Mountain Inn

Monday, December 8 1:00 PM @ The Woodlands

ATTEND BARGAINING -- MAKE YOUR VOICE HEARD!

Our Hospital, Our Priorities

Our Negotiating Committee members laid out the following key priorities for GWV RNs in Contract Negotiations:

A Strong Voice for RNs:

- ✓ Full union security to ensure that the nurses' union can be a strong partner in working together to achieve shared goals.
- ✓ Respect in Management and Physician/Nurse interactions.
- ✓ Effective PI Councils that represent all work areas.

Value Care:

- ✓ An equal voice in deciding and monitoring safe staffing levels.
- ✓ Enforceable nurse-to-patient ratios, adjusted for acuity.
- ✓ End to mandatory overtime.



"The most important thing we can do to retain experienced RNs is expect and accept no less than a relationship that reflects who we are: valuable and irreplaceable."

Kim Hamburger, RN
MS5 East

Value Nurses:

- ✓ Increase wages so we will continue lead our market and recruit and retain more experienced nurses.
- ✓ Improve paid time off, and access to paid time off.
- ✓ Improved benefits for part time nurses.
- ✓ Increase call pay.
- ✓ Improved health care benefits

Respect and Incentives for Experience and Education:

- ✓ Provide retention bonuses to retain experienced RNs.
- ✓ Improved tuition reimbursement.
- ✓ Significantly improve continuing education benefits.
- ✓ Seniority preference in job postings – Work Area, then GWV seniority, then GHS seniority.
- ✓ Increase opportunities and recognition for gaining CEP status.