



## More Progress in Negotiations

*More GWV RNs Attend Bargaining to Speak Out on Important Issues.*

**W**e made more progress on several issues in negotiations on Monday and had very good discussions about important issues like seniority and education.

We reached tentative agreements on the following issues, **1) Bulletin Boards:** increasing the number of union bulletin boards to improve communication, **2) Involuntary Time-Off:** Geisinger agreed to make every effort to provide nurses with notice 1.5 hours BEFORE a scheduled shift if they were not needed for a reason such as low census.

### Nurses Speak Out About Seniority, Education

We had very good discussions around the important issues of seniority and continuing education.

**On seniority,** nurses present spoke out about the need to recognize the dedication and service of RNs who currently work at GWV when considering overtime or extra work assignments, vacation requests, holiday rotations, and job bidding.

The administration said they needed to look at our proposals and would get back to us at the next session. *If you have any questions about our specific proposal, please contact one of our negotiating committee members!*

**On continuing education,** we had a very good discussion in which nurses spoke passionately about how more education translates into better patient care. Nurses said that they have a very hard time attending continuing education offer-

ings because of staffing shortages and often are not paid for their time, in violation of the contract.

Our bargaining committee made the assertion that it is the employer's responsibility to provide opportunities and invest in RN education. It's our responsibility to take advantage of the benefit and attend conferences.

We proposed 36 contact hours of interactive conferences/training for each RN. Our administration said they would respond in future bargaining sessions.

### Next Week:

Our committee is planning to raise the following contract priorities:

#### 1. Staffing Ratios.

**2. Full Union Security** so GWV RNs have a strong voice to advocate for our patients and ourselves!

**Contract negotiations are open to ALL RNs.**

## Next Negotiations:

### Monday, December 15

### 1:00 PM @ The Woodlands