

# UNION CONTRACT UPDATE

## Negotiations focused on staffing, patient care

**O**n November 22 and 23, Union and management focused negotiations on staffing and patient care. Management agreed with some of our concerns, however in regards to staffing ratios, management does not want to add more resources for additional RNs and wants to retain flexibility in determining staffing rather than having nurse-to-patient ratios.

Based on the results of our contract survey, 98 percent of RNs said that the one of top priorities in negotiations was staffing/ratios.

Only 2.7 percent said they have enough time

for patient care.

We laid out the following as increasing pressures on RNs:

- More ancillary duties
- Increasing complexity and acuity
- New regulatory and paperwork challenges

We presented these key priorities for improving patient care:

- Improved staffing ratios adjusted for acuity
- Additional afternoon and evening staffing in procedural areas
- Addressing concerns with pulling
- Maintaining at least 1 RN on-call when there is downstaffing.

*"It is so important that nurses understand that they have a voice in the issues that affect them every day at work"*

— **Kathy McConville**,  
RN, Tower 14



*"Staffing ratios are important to me because as a nurse I want to provide the highest quality of care possible. Both patient and nursing satisfaction improves when nurses have more time to be at the patient's bedside"*

— **Amy Miller**, RN, Tower 11



### DON'T FORGET THESE UPCOMING DATES:

Negotiations: **Nov. 29**, 4 p.m., Ramada Inn, Altoona

Negotiations: **Nov. 30**, 4 p.m., Ramada Inn, Altoona

Re-Union Tour: **Dec. 2**, Celebration Hall, State College

**GET UPDATES ONLINE:** visit the ARHS Nurses United page at [ARHSNURSESUNITED.ORG](http://ARHSNURSESUNITED.ORG)

For more information: Talk to the committee member in your department or call your Organizer, Tommy Whitehouse, at 814-933-6800.



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