

UNION CONTRACT UPDATE

NEGOTIATIONS FOCUS ON STAFFING, CAREER LADDER

On November 29 and 30, Union and management focused negotiations on staffing and the Career Ladder. Management continued to propose “committee discussion” as the solution to RN concerns with RN staffing levels and models.

Management does not want to add more resources for additional RNs and wants to retain flexibility in determining staffing. The chapter negotiating team and Management did agree

to form a sub-committee to meet at 10 a.m. on the Dec. 6 and to report back to the full committee at 4 p.m. to try to continue to reach agreement around staffing RNs.

On Nov. 30, Management made a proposal on a new Career ladder. The career ladder proposal is based on the Hospital pillars. The negotiating committee is reviewing the career ladder. RNs should contact their committee representative and to give your input on the proposed career ladder.

“
I believe a Career ladder is an important tool for RN's to progress within the field of expertise. Career ladders should be based on an RN's abilities and not subjectivity”



— **Jill Brantner,**
RN, Quality Management



DON'T FORGET THESE UPCOMING DATES:

Negotiations: **Dec. 6**, 4 p.m. for full negotiations, Ramada Inn, Altoona

Negotiations: **Dec. 7**, 2 p.m., Ramada Inn, Altoona

Negotiations: **Dec. 8**, 2 p.m., Ramada Inn, Altoona

GET UPDATES ONLINE: visit the ARHS Nurses United page at **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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