

# UNION CONTRACT UPDATE

## Contract Negotiations Begin

**We're United to Take the Next Step Forward for RNs and Our Patients!**

On Monday, September 13<sup>th</sup>, our union negotiating committee met with management to begin the important process of negotiating our new union contract.

Both sides exchanged their written proposals. RNs on our committee expressed concerns that the Chief Nurse Officer was not present or part of Management's bargaining team – given how important these negotiations are for nurses and our patients. **We hope that the Chief Nurse Officer will be able to attend future sessions!**

### UNION RN Priorities

**Improvements in Scheduling**

**Staffing for Quality Care**

**Maintain Quality Affordable Healthcare**

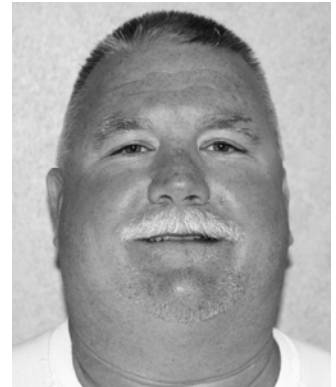
**Professional Development and Education**

**Securing professional improvements (Wages, Charge Pay, Shift Differential, Incentive Pay)**

### Management's Priorities

Management gave proposals that would allow for more flexibility and subjectivity in certain areas such as job bidding, scheduling, and floating.

*"I'm excited to get negotiations started so that we can talk about how we can step up the improvements we've already made. In particular, I want to see us move toward safe staffing ratios."*



**Jim Shellhammer, OR**

### Upcoming Negotiations:

**Wednesday, October 13**

**Thursday, October 14**

**Beginning at 4:00 PM**

**Ramada Inn (on Plank Rd. in Altoona)**