

ARHS RNs
United

UNION CONTRACT UPDATE

Management proposes major changes to PTO

The Union and management have many proposals yet to work through, but we have reached some tentative agreements:

- Clarifications on scheduling language
- Secure retirement
- New protection on holiday scheduling

PTO:

Management proposed an entirely new PTO system that would modify the current system of vacation time, sick time, holiday time, and personal time.

The Union rejected the hospital's proposal, as it would result in major changes in many areas. Among the biggest concerns are that after 3 sick days employees likely would be utilizing vacation time if they are sick, a more stringent disciplinary schedule for absences, and also that any unscheduled time off would be considered an "occurrence."

UNIFORMS:

We have exchanged propos-



"This is my first experience negotiating a contract. As head of the MPCU scheduling committee, I got a lot of opportunity to negotiate with my coworkers over scheduling items. Its rewarding as an SEIU RN to get the opportunity to sit with my own management and exchange ideas."

— Jen Shade

als about the Hospital's desire to implement a new standard uniform with the logo. While RNs understand the need for greater consistency in uniforms and how that could benefit patients, the Union expressed concerns with the hospital's proposal for RNs to have the same uniform, color, and logo.

OTHER NOTES:

Chapter officers are working with management on **staffing issues** in BS to make a transitions smoother for B3 and B4 Nurses. Chapter Vice Presidents Starr Romano and Matt Consalvo made suggestions on merging units to 5th floor in BS. This not only will help RNs, but it is a **financially sound** decision for the Hospital. Elected Union leaders also have been working with behavior health management to make the transition safe for patients and RNs alike. RNs now have a plan to get trained appropriately for crisis calls as well as on dual skill levels for adolescence and geriatric psychiatric patients.



DON'T FORGET THESE UPCOMING DATES:

- **Nov. 15:** Negotiations, Ramada Inn, Altoona (*Focus on healthcare*)
- **Nov. 22-23:** Negotiations, Ramada Inn, Altoona (*Focus on patient care and staffing*)

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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