

# ST MARY RNs UNITED

BARGAINING ALERT

SEPTEMBER 6, 2013

## One Step Forward and Two Steps Back September Negotiations Bring Small Progress on Health Insurance, Big Problems with Floating

### At Long Last — A Proposal on Medical Insurance

Throughout our negotiations for a new contract, a fundamental goal of the RN bargaining team has been to secure an improved medical insurance plan with better coverage and lower premiums for Registered Nurses.

This week for the first time in our negotiations we received a proposal from St. Mary's management that included the premium costs for health benefits for next year. While we made some progress on this issue, we believe that Prime can do more to improve health insurance for nurses and our families.

### Some Myths Never Die: A Nurse is a Nurse is a Nurse

After many sessions exchanging proposals on new floating rules without reaching an agreement, the bargaining team made an offer to management to leave the contract as is.

Management responded with a proposal that the bargaining team is concerned could put nurses and patients in unsafe situations, including:

- Floating ICU nurses to ER
- Floating Med/Surg to care for monitored patients in Telemetry
- Floating Labor and Delivery nurses to Pediatrics and NICU
- Floating Pediatric nurses to Labor and Delivery
- Floating nurses multiple times in a shift
- Floating nurses under the guise of "education"
- Bumping nurses out of a unit and replacing them with a nurse from another unit
- Floating long-term travelers to make room for temporary one-day agency nurses

### Ratios in the Contract — But not the right ratios

Additionally, this week made significant progress in our negotiations with regard to keeping RN-to-patient ratios in our contract. Unfortunately management is insisting on a 1:6 ratio in Med/Surg and a 1:5 ratio in Telemetry. Studies have shown that patients experience a statistically significant increase in mortality when a nurse has more than five patients.

### Sign the Petition for Safe Ratios and Safe Floating

Nurses are taking action to insist on the highest quality care including safe ratios and safe floating. Sign the petition today and show management we are united for our patients.

## WE ARE ONLY AS STRONG AS WE ARE UNITED.

RN Bargainig Team;

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