

Contract bargaining update #3

Subject: Nurse contract bargaining and incentive update

May 5, 2022

**“The hospital cannot afford to pay me and they cannot afford to keep me safe.”**

Dear Members,

Last night, the hospital opened with a presentation about their bleak financial picture and vague measures they are taking to close the budget gap. At no point did they provide a concrete plan for decreasing the use of costly travelers or to recruit and retain permanent nursing staff. **We will continue to fight for the things, like improved education funds/conference days and better health benefits that we know will keep us here and attract others.**

### **Key topics discussed at this week’s session:**

**VFNHP proposed sweeping improvements in Article 43- Health & Safety**, including risk exposure, PPE, disability accommodations related to potential exposure, universal MOAB training, and ED-specific metal detector and enhanced no-weapons signage. The hospital mentioned an existing “workplace violence group” that VFNHP can have members on and posted security positions this week. **Workplace violence has increased significantly in the COVID-era and much more must be done to protect all employees.**

**APRNs highlighted the need for fairness across the spectrum of providers.**

- Admitting privileges for CNM to resolve bylaw issue
- Bring all conference/CEs to same level as counterparts
- Equal reimbursement for required certifications as MD and PA, not out of individual education funds
- Correct compressed wage scale

**VFNHP advocated for across the board increases for all support staff**, requesting the hospital *review what positions received raises and who were left out*. VFNHP continues to advocate for \$20 minimum wage for all employees.

Additionally, VFNHP and the hospital discussed article 16A (layoff and furlough) and 18A (hours of work). **The entire slate of presented articles will be reviewed at the next meeting on 5/11/22.**

We need our members to fight with us to improve patient safety through these important safety, recruitment & retention ideas. Bargaining resumes Wednesday May 11 at 17:00. **The bargaining team will prioritize what matters most to you, so participate in your unit huddle ups!**

### **Incentive Update**

***From hospital management:*** *Given the volume of staff out related to covid restrictions, we are going to deploy the double time incentive that expired May 1st from today through until the end of the day Tuesday, May 10<sup>th</sup>.*

**The Bargaining Team and management are continuing to negotiate the incentive program effective May 11.** The Bargaining Team let management know that they would like to extend the

existing incentive program and to do so for at least the entire summer. We will keep you up to date on their response to our counter proposal. Feel free to reach out with any questions or feedback.

In solidarity,

Jess Kilpatrick, RN