

**GGRNA****GARDEN GROVE REGISTERED NURSES ASSOCIATION**

BARGAINING UPDATE #2:

August 19, 2025

Building Momentum in Contract Talks

We are moving forward in contract negotiations. On Tuesday, August 19, we met with management and **won 9 Tentative Agreements (TAs)**:

- **Floating:** We secured new groundbreaking language establishing floating clusters that directly enhances patient care delivery. Our new float cluster matrix mandates specific orientation requirements for nurses floating between units, ensuring adequate preparation time for different floor protocols, methodologies, supply systems, and charting practices. This victory protects our nurses and strengthens patient safety standards.
- **Bereavement:** We secured bereavement leave protections, guaranteeing members up to 5 work days of leave—3 paid and 2 additional unpaid days. We also expanded these critical protections to per diem employees, who now have 5 days of unpaid leave.
- **Contract Momentum:** We are advancing decisively in negotiations, securing tentative agreements on 7 additional contract provisions that preserve all current language without concessions. These locked-in TAs cover: Management Rights, Entire Agreement, Letter of Agreement—Extended Illness Program Agreement, Letter of Agreement—Required Hospital Education, Appendix A—Specialty Nurses, Appendix B—Per Diem, and Appendix C—Weekend Bonus.



Members visited bargaining during their lunch break to show their support.

WEAR BLUE!

Wear your UNAC/UHCP T-shirt (if you are not working) or blue scrubs (if you are working) on the days we have contract negotiations. Show management we're engaged and united!



Next Bargaining Session: Thursday, August 28 at the Library



Thank you to all the members who joined negotiations on 8/19 during their breaks.

We welcome members to observe negotiations during non-work times. Negotiations take place from 9 a.m. to 5 p.m.



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