

BARGAINING UPDATE #1

July 19,
2021

PARADISE VALLEY RNS



CONTRACT BARGAINING STARTS STRONG

For more than sixteen months management refused to recognize our union. But because we persisted, and won that fight, we began negotiating our first contract at Paradise Valley Hospital on July 13 and 14. In these two days, our Paradise Valley RN bargaining team won fifteen tentative agreements (TAs).

A tentative agreement represents one article, covering one subject area. Each TA is a building block toward the final complete tentative contract—which must be approved by a ratification vote of our whole membership before it takes effect.

No tentative contract becomes final until we, the RNs of Paradise Valley, vote to approve it. Our bargaining team and UNAC/UHCP staff represent our interests at the bargaining table, based on our responses to the bargaining surveys we filled out.



Our bargaining team includes (left to right): Rochielle Jocson, RN, ED; Rachel Tibbetts, RN, ED; Nicole Zamora, RN, Bayview; Victoria Nalugya, RN, Bayview.

Important Protections Achieved

Highlights among our fifteen TAs:

- **Grievance and Arbitration Procedure:** this article protects from us from arbitrary and unfair discipline and gives us a formal procedure to help enforce the contract and hold management accountable.
- **Job Posting and Filling of Vacancies:** gives preference to our members over outside candidates when it comes to filling vacant positions.
- **Technology:** Ensures that new technology will not replace RNs or interfere with our own clinical decision-making.
- **Lactation:** Ensures that Paradise Valley complies with the law and provides reasonable accommodations for RNs who are nursing mothers.

Next Bargaining Scheduled: August 25 and 26

Contract bargaining is open for all Paradise Valley RNs to attend. Nurses can join anytime—come for just an hour or stay the whole day! Starting times will be announced as we get closer to the dates.

This is our chance to address staff retention, patient safety, wages, and other concerns. **We're stronger together!**