

# BARGAINING UPDATE



OCT 15 & 16, 2019

## The disrespect continues

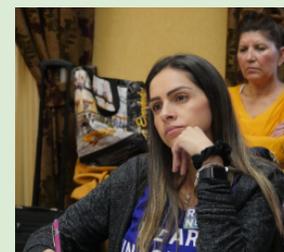
Parkview leaders will push RNs out with current proposals

We know our UNAC/UHCP-PRNA members are dedicated to serving the Parkview community. Yet proposals coming across the table from AHMC Healthcare and backed by Parkview’s chief nursing officer are disrespectful and dismissive of the work our registered nurses do each day to keep patients safe and provide good care.

Instead, negotiations have been marred by management’s under-appreciation of our dedication to Parkview.

The next bargaining session is on Nov. 4., location TBA.

Show up and let management know that we are serious about patient care and the nursing profession.



“Management proposals are disrespectful to staff RNs at Parkview and that is very disappointing.”

—Norma Biagi, RN,  
PRNA bargaining team

	OUR PROPOSAL	MANAGEMENT’S PROPOSAL
<b>Article 6</b> Patient Care Advocacy, Supervision and Professional Responsibility	<ul style="list-style-type: none"> <li>• Prioritize dedicated staff RNs over outside travelers in cancellation order</li> <li>• Improvements in make-up shifts</li> <li>• Offsite patient transport protections (MRI)</li> </ul>	<ul style="list-style-type: none"> <li>• Favor outside travelers over dedicated staff RNs in cancellation order</li> <li>• Unsafe expansion of float matrix to house-wide pool (creating more RNs in outside units with minimal training)</li> </ul>
<b>Article 12</b> Hours of Work and Overtime	<ul style="list-style-type: none"> <li>• Increase compensation for weekend hours</li> <li>• Improvements in overtime distribution</li> <li>• Improved language regarding weekend and vacation scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Increase weekend obligations</li> <li>• Decrease compensation for weekend hours</li> <li>• Cut number of sick days in half</li> </ul>
<b>Article 13</b> Compensation	<ul style="list-style-type: none"> <li>• Improve the wage grid to work as intended</li> <li>• Other improvements</li> </ul>	Worse wage structures than status quo
<b>Article 18</b> Education	<ul style="list-style-type: none"> <li>• Healthy increase to tuition reimbursements</li> <li>• More assistance for RNs pursuing higher education, advanced certifications</li> </ul>	<ul style="list-style-type: none"> <li>• No improvements</li> <li>• An RN who signs up for flex ed class and fails to attend will have a work absence counted against the RN</li> </ul>

