September 24, 2020

UNITED NURSES AND HEALTH CARE EMPLOYEES OF HAWAII

UNHCEH	**UPHI**	**HI Therapists**

Collective Action Wins a Huge Victory!

UNHCEH members stood up strong and took collective action for patient safety, *and we won!*

More than 400 members signed our petition demanding that MHS management negotiate a proposal to collaborate on a new tool to determine safe RN staffing, taking into account patient acuity.

As a direct result of our strength and solidarity, Chief Nursing Executive Gary Kienbaum, RN, came to bargaining on Tuesday. He acknowledged our concerns and engaged in a respectful, collaborative conversation with our RN bargaining team members and staff reps.

As a result, we won a tentative agreement that creates a new RN Staffing Subcommittee to carry this work forward:

> **The committee shall explore staffing methodologies and strategies to achieve optimal staffing. The end result will be a staffing model that includes practices, procedures and behaviors that demonstrate the ANA's principles of Nurse Staffing.**

The RN Subcommittee will be composed of five management and five staff nurses and will be chaired jointly by one management and one union member. We choose our own representatives and chair. Decisions will be made jointly.

"We knew we could rely on UNHCEH members to stand strong together for patient safety, and you did! On behalf of all MHS RNs and our patients, we thank you!"

—Bargaining Team Nurse Reps
Matthew Flight, RN; Naomi Krieg, RN;
Elizabeth Linares, RN; Philip Velasco, RN

New Bargaining Dates Added 9/30 and 10/1

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	**30**	**1**	2	3

Five New TAs | New Bargaining Dates Added

This week we settled nearly all remaining non-economic issues, with five new tentative agreements total. The other four: New or Revised Jobs; Minimum Rates; RN New Graduate and Specialty Unit Recruitment Program; and MHS Clinical Practice Committee Participation.

We also added two new bargaining dates next week: September 30 and October 1.

UNITED NURSES ASSOCIATIONS OF CALIFORNIA/UNION OF HEALTH CARE PROFESSIONALS
UNAC/UHCP REPRESENTS 32,000 MEMBERS IN CALIFORNIA AND HAWAII

@UNACUHCP