



RN Bargaining Update

March 7: We made 8 proposals for educational benefits for RNs

We've now given the City 53 separate proposals to improve our contract, with 20 more to come. Here's what we proposed on March 7:

- **Streamline/speed up education leave application**; create tie-breaker if 2 RNs ask for ed leave simultaneously
- **Increase annual RN tuition reimbursement pool** from \$300K to \$600K, allow unused portion to roll over year to year
- **Eliminate restrictions** on use of tuition reimbursement for education-related **travel expenses**
- Streamline pre-approval of reimbursement, **speed up actual PAYMENT** of reimbursement with penalty for late payment
- Make reporting of tuition reimbursement to LMC monthly instead of annual so **RNs and union can track** (1) RN usage and (2) how long payment takes
- In cross-training article: **prohibit floating** of RNs to remote worksites
- City to participate in SEIU statewide healthcare worker education fund to **expand support** for our members, including P103s, to move up in their careers at DPH.
- Make educational leave language from City Charter enforceable through grievance and arbitration procedure

Meanwhile, the City proposed making it harder to get overtime pay.

- Overtime pay: Would define "straight-time overtime" in the contract, which is a deliberately confusing term the City invented to refer to nurses working in excess of their req but less than 80 hours in a pay period. It **reduces RNs' right to overtime pay for overtime work** and undercuts pending litigation by the union for unpaid overtime in violation of federal labor law.
- Voluntary reassignment process: The current system for RNs who want to change jobs/departments is a mess. The City proposal makes a number of changes; we need review to be sure it solves the problem and doesn't make it worse.

Stay up to date on the latest! Get updates & get involved at seiu1021rns.org



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We did reach tentative agreements (“TAs”) on 2 proposals:

- **Protect seniority** of RN promoted to higher class who later **returns to original classification**
- P103 who converts to any FTE classification gets **seniority credit for 75% of hours worked in P103 status**

We will give them proposals on vacations and holidays March 14.

We’re making a lot of big proposals because SFDPH has lots of big problems, and they all land on RNs. To win ANY of the big changes we want, RNs will have to be more engaged and active in this contract campaign than you ever have been, up to and including the possibility of striking.

1. We want to **force the City to change their current employment model**, which hollows out permanent full-time employment and replaces it with perma-temps (P103, registry). We also need to protect existing P103 RNs, because (a) we need them to function, (b) the union represents them same as it represents 2320s, and (c) the City pits P103s and 2320s against each other instead of fixing the fundamental problems. **All RNs need to support all other RNs.**
2. We will be making economic proposals – for wage increases and other items – that are big because **we are below market**. Since the pandemic, private sector and UCSF RNs have gotten huge raises, and we have fallen behind.
3. We are making proposals to **protect and increase RN power and autonomy at work** – how you do your job, and the employer HATES to cede power to you as workers.
4. The City projects a budget deficit that may or may not be as bad as projected and is planning to **solve its budget problems at the expense of City workers and our patients** instead of the biggest corporations in the world downtown who want more tax breaks.

Join the RN CAT! (Contract Action Team)

We ALL have a role to play in winning the contract we need & deserve.

CAT meetings are every 1st and 3rd Thursday at 5 p.m. and 8 p.m.

Just scan the QR code to join!



Purple up every Wednesday until we win!

Rock your purple scrubs, headbands, bandanas, hoodies, and T-shirts every Wednesday from now until we win the contract we deserve!

