



# RN Bargaining Update

## Negotiations open with management demands for cuts to RN & union rights

Negotiations for our new contract started Thursday, Feb. 8. Management gave us 3 proposals; all were cuts to RN and union rights:

- Remove requirement that new job postings be posted in hard copy in the unit where the opening exists & on bulletin board as well as online
- Add a “gotcha” trap to the grievance process: If an RN fails to include every scrap of paper related to the grievance at step 3, the City could dismiss grievance
- Slow down the arbitration process on suspensions & firings (delaying a disciplined RN’s day in court)
- Remove our right to grieve & arbitrate written warnings (making it easier to write up RNs)

## The time to fight is NOW!



**Friday, Feb. 16, 12 p.m.**

**Rally to Stop Contracting Out SFGH (at the roundabout)**

We were out in full force on Jan. 17, and City Hall noticed. We’re rallying at SFGH Friday, Feb. 16, to demand that DPH **STAFF UP** for patient safety, RN well-being, and economic accountability.

***Please join us!*** Even if you can only come out for a few minutes on your break, even if it’s your day off...we need to show **STRENGTH & SOLIDARITY!**

**Muni ads featuring RNs launching Feb. 19!**  
**Keep an eye out!**





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## This negotiation is different. Why?

1. **Bigger demands.** Our staffing has fallen dangerously below safe levels, in no small part because our compensation has fallen dangerously behind the labor market.
2. **Bigger fight.** The City is coming for us, locked and loaded. The 10% budget cuts across all departments is just the opener. We must fight for big improvements, and the employer will fight to impose big cuts. Will you be a spectator or fighter?
3. **Get ready to STRIKE.** RNs *must be prepared to strike* to fight off cuts & make real gains.

## What are we fighting for?

We're asking for a lot because we need a lot. We gave management 15 opening day proposals, all on RN working conditions & patient safety:

- Multiple proposals to force the City to **staff up**, including hiring dedicated meal/rest break coverage RNs
- **Stop "bait & switch" hiring of P103s** with false promise of full-time job
- **Limits on registry/traveler use:** Offer work to full-time and P103s *first* before going outside, including extra shifts; cancel/flex travelers before our members
- Make City show quarterly how & why they are hiring registry/travelers instead of staffing up
- Make **staffing & ratio** issues subject to binding arbitration
- Mandate numbers or ratios for ancillary support staff
- Add 10 **infection-related sick leave** days to existing sick days (based on CDC criteria)
- Add dedicated **post-traumatic leave** after RN experiences critical incident
- Laguna Honda: Increase number/ratio for LVNs supporting RNs
- Have RNs develop real acuity tool with teeth for every department to force honest staffing by acuity, not just ratio
- Allow RNs to perform annual written evaluation of their boss
- Real protection against coming AI tech so that RNs control it, not vice versa
- **Safer workplace** proposal: 10 specific, concrete proposals to prevent or reduce violence against RNs, patients & families