



RN Bargaining Update

March 14: RNs SOUND THE ALARM, CALL IN MEDIATOR FOR INFORMAL TALK

We've given the City 53 separate proposals on a host of issues big and small. They've given us 14, most (except their wage offer) on relatively minor issues. They can legally give us only three possible responses to any one of our proposals:

1. AGREE TO IT
2. REJECT IT
3. GIVE US A COUNTER-PROPOSAL TO IT

So far, they are not meeting their legal obligation to bargain in good faith: they've only given us responses to a tiny number, less than 10%, of our proposals. We still have many more proposals to give them, including big ones on STAFFING, WAGES and BENEFITS (RNs want to solve a LOT of problems). **WHEN ARE THEY GOING TO START BARGAINING WITH US ON ALL THE ISSUES WE HAVE RAISED? THE CLOCK IS TICKING.**

Mediator Assigned to Negotiations

Because of the City's stalling and slowness to respond (they seem to be waiting until they have ALL of our proposals before they respond to any of them), we thought it would be useful to call in the Mediator who has been assigned to this negotiation for an informal opening conversation. The Mediator is an independent, outside facilitator with expertise in collective bargaining AND in nursing practice issues; the Mediator has no binding legal authority to compel either side to agree to any particular contract or proposal, only his/her skill and credibility to persuade one or both sides to move.

This particular Mediator used to be in house counsel for RNs, so he "speaks Nurse," and he's worked with SEIU 721 before, so he knows who we're dealing with. We invited him in TWO MONTHS earlier than a Mediator has usually been brought into the bargaining process in previous negotiations – because THIS NEGOTIATION IS DIFFERENT.

RNs are getting ready to take direct action – up to and including a strike – if the employer refuses to solve the problems and FIX OUR CITY. We wanted to alert the Mediator to this gathering storm by letting him hear about the issues directly from your RN Bargaining Team. He got an earful, which he is conveying to the City.



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Will A Mediator Move the City?

Doubtful, but we are going to try every method to reach a good deal that solves RNs' problems short of a strike – so that if we DO have to strike, everybody will know it was our only recourse. FYI, we will engage in formal mediation with this same Mediator and the City during the second and third weeks of May, when we will once again use the Mediator's skills to reach a good deal without the need for a strike – we will try EVERY DOOR to reach a good deal. The last door looks like this:



On March 21, we'll make proposals on holidays, vacations and benefits (health, dental etc.). On March 28, we plan to raise STAFFING issues for ALL departments – talk to your RN Bargaining Team members NOW to make sure your staffing concerns are heard. In early April, we'll make our economic proposals (wages and other compensation issues). In the meantime, it would be nice if the City began responding to the 53 we've already given (even if it's only to reject them – at least then we'll know where we are and what we have to do).

**IT TAKES TWO TO BARGAIN.
LET'S GET TO IT, CITY & COUNTY OF SAN FRANCISCO.**

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!



Campaign Calendar

- **March 18: Attend the Civil Service Commission Monday at 2PM in person at City Hall, Room 400, or by phone**
- **March 30: RN Strike School -- Time and Date TBA**