



# RN Bargaining Update

**April 10-11: We gave the City our final 20 proposals, including on wages.**

Here's a brief summary of the 20 proposals we made:

- Proposed wage increases to **bring us up to market rates** and **protect against erosion** in years 2 and 3:
  - Year 1: 13% increase
  - Year 2: 10% increase
  - Year 3: 9% increase
  - Add **more (and more frequent) step raises** so experienced RNs don't max out on step increases
- **Strong minimum staffing for APRNs** system-wide, increase staffing: 24/7 for inpatient dialysis RNs
- Once RN schedule posted, **no changes** to it **without RN's written consent**
- RNs at Jail Health Services: all time at security checkpoints entering/exiting work = PAID WORK TIME
- Increase PM and night **differentials**
- Increased staffing of nurse educators at Laguna Honda
- **New meal and rest break protection**

The City's response to our opening wage proposal? "Not a serious proposal...beyond the realm of belief." It is as serious as a myocardial infarction and is based on the City's OWN market salary surveys.



## Have you been assaulted at work?

Please take our RN safety survey so we can get (and share) an accurate picture of the safety challenges we face on the job every day. Scan the QR code to the left or go to [surveymonkey.com/r/sf-rn-safety](https://www.surveymonkey.com/r/sf-rn-safety).

## 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 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!





## RN Bargaining Update

### What proposals did the City give us April 10-11?

- The City **REJECTED twelve (12)** of our previous proposals.
- The City expressed willingness to discuss two (2) of our previous proposals
- The City **did not give us any new proposals** of their own.
- The City **did not agree to any** of our previous proposals.

The City still has not responded in any way to the large majority of our proposals. This stalling makes it more likely we will have to ask you to authorize a strike, since it leaves less and less time to bargain a new contract before expiration on June 30.

If we want to win anything like what we're proposing on pay and staffing, RNs collectively **MUST** be ready to strike – for your patients, for your families, for the future of public health in San Francisco. Are you ready? Prove it (to yourselves and the City) by participating in these upcoming actions to build power for a strike:

## April: RN Month of Action!

### GET READY FOR ACTION! SAVE THE DATES:

- ✓ **April 3 at 12 p.m.:** Press conference on staffing crisis at SF General Hospital
- ✓ **April 6, 10 a.m. to 2 p.m.:** Strike School #2 at IBEW Local 6 Union Hall
- ✓ **April 11 from 11 a.m. to 1 p.m.:** Bargaining table action on staffing crisis
  - **April 17, 2-4 p.m.:** Informational picket at Laguna Honda
  - **April 23, 2-4 p.m.:** Informational picket at SFGH



### Ready to strike for safe staffing!

On April 11, dozens of RNs showed up at the bargaining table to tell the City in detail about the short-staffing crisis in all your units to support our MANY staffing improvement proposals. We'll send out a summary of the staggering testimony of your RN colleagues next week. More than one expressed willingness to strike for the contract we and our patients need and deserve.

**Scan the QR code to sign the strike pledge** to let the bargaining team know that if they ask you to vote to authorize a strike to get the best contract for our patients, ***you are ready.***

