



## RN Bargaining Update

### April 3: We gave the City 2 big staffing proposals to cut subcontracting & hire permanent, full-time nurses & support staff to ensure patient care & RN safety

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

- **Increases in minimum RN staffing** in nearly every unit/specialty area to address chronic short-staffing crisis, reduce RN burnout and turnover, and save patients' lives
- **Increases in ancillary/support staffing** in nearly every unit/specialty area to allow RNs to stop working as clerks, PCAs, and MEAs so we can focus on nursing
- **New protections for the time and autonomy** of APRNs, NPs, CNS, midwives

### What proposals did the City give us March 28?

- **ELIMINATE longevity leave** for ALL nurses: Completely stop all accrual of this leave for all new hires, do a one-time cash-out for current RNs, and then no more accrual for them either (they REJECTED our proposal to INCREASE longevity leave).
- **Overtime/comp time:** Employees who have earned comp time for working overtime who transfer to a new department must have their comp time cashed out rather than carrying it over to new department.
- **ELIMINATE the "no furlough" clause** from the contract: This would allow the City to furlough RNs in the future (= impose temporary or partial layoff/unpaid leave).

The City continues to say they will not respond to the overwhelming majority of our proposals until we have given them ALL of our proposals.

**WAGES:** We finally got the City's annual RN market salary survey, and it confirms what we already knew: **We're at least 13% below the market leaders.** You're also overworked (see staffing proposals above). Both of those trends must be reversed. 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?**



### Ready to strike for safe staffing!

It was great to see 160 RNs join us for strike school March 28 to learn about your right to strike.

**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.**





# RN Bargaining Update

## April: RN Month of Action!

Your bargaining team needs you to keep showing up and speaking out about the staffing crisis we face and how it is affecting patient care and nurse safety.

### 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 (55 Fillmore St., SF). Register at [seiu1021.org/strikeschool2](http://seiu1021.org/strikeschool2).
- April 11 from 11 a.m. to 1 p.m.: Bargaining table action on staffing crisis
- April 17 at 2 p.m.: Action at Laguna Honda
- April 23: Big action - details TBD



Thanks to everyone who came out to our 4/3 press conference! We were covered by KPFA, ABC 7, KTVU, and KRON 4. Check out our coverage by scanning the QR code to the right!



### 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 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!

