



ST. LUKE'S NURSES CONTRACT NEWS



July 29, 2019

This last negotiation meeting was a disappointment. Your team and more than 60 St. Luke's RNs were at negotiations for over 11 hours and saw management for less than two. Your presence forced management to give us their economic proposal and it was worse than we expected. Their wage proposal was just 1.5%, 1.5%, and 1.0%. This is significantly lower than the 3%, 3%, 2.25% given to metro RNs this year.

We asked for more ATO for our negotiation team to be able to continue to bargain on nurses' behalf for a strong contract. Management refused. Why? Because they said nurses being an active part of labor negotiations is "disrespectful." This from a management team that regularly comes unprepared for negotiations and apparently does no work outside of our negotiation days, whereas your bargaining team is consistently on time and prepared with responses.

Management avoids responsibility for staffing the hospital. We spent four sessions working on our grid review proposal only to discover today they are ignoring current grids in favor of trying to guess the number of admissions based on history. Do you think you should agree to a grid review proposal that the hospital feels free to override with computer programs?

In the afternoon, we worked on our capacity pay proposal. The proposal is to encourage nurses to pick up shifts at the last minute, and discusses diversion of patients if the nurse feels it is unsafe. Their response: nurses would receive \$15 for a 4-hour shift pick up, \$30 for 8 hours, and \$45 for a 12-hour shift. We are trying to safely staff the hospital and they are playing negotiation games.

Not only the bargaining team, but every nurse in attendance over the course of the day, was frustrated by management's antics. When will they take the time to negotiate in earnest?

We need to force the hospital to take the process seriously, respect nurses as the backbone of this organization, and work to address the very real staffing crisis.

The next all-member meeting is August 1. Come to be informed on our next actions to show management that we will not be disrespected!