



He's Back!

June 6, 2014

It's negotiations time and that means its time for the Hospital to threaten its employees. 8-hour shifts! Boo! Are you scared? Don't be. This tired negotiations tactic has been used in the past but no nurse has ever been forced to change to an 8-hour shift.

Do not panic! This is the fourth time RCHSD has done this. It does not work. Do not be **bullied** into accepting a substandard contract.

Why does the Hospital threaten you with 8-hour shifts?

- This tactic is designed to put pressure on your negotiating team and urge them to accept a substandard contract rather than go to 8-hour shifts. We are not so easily manipulated.

What will probably happen instead of 8-hour shifts?

- One side will negotiate in good faith (guess which one) until we reach a tentative agreement or until we reach impasse. If we reach an agreement, it will be sent out for membership approval. If we do not reach an agreement, a federal mediator will be called in to help.

What if there is no agreement through mediation?

- Even if the contract expires, if the parties are actively bargaining, they can agree to keep the terms of the current contract in force for a designated amount of time. We have done this successfully in the past.
- If there is no agreement, you will lose your contract (and all its protections) and have very unfavorable terms, with many takeaways, imposed by the Hospital.

What can we do to prevent imposition if there is no agreement?

- **Strike.** Before the contract expires, we will have a **strike vote**, seeking authorization from the members to call a strike. We will give the Hospital 10-day advanced notice. We will identify a few key areas that will be excluded for patient safety. Let's hope it doesn't come to this.

