

[Subscribe](#)[Share ▼](#)[Past Issues](#)[Translate](#)

UNOCH News June 16, 2014
Encore Edition!

[View this email in your browser](#)



Encore!

June 16, 2014

Check out your bulletin boards! RCHSD is on the move with their all time favorite- the dreaded 8-hour shift threat!!

This listless negotiations tactic has been used in the past but no nurse has ever been forced to change to an 8-hour shift. Yet we see this again and again.

Why? Well, when you don't know what to do, go back to a plan that worked. Oh, wait, this plan has *never worked*.

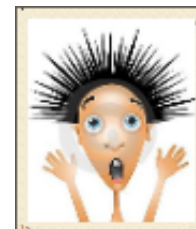
Remember that question on the employee survey- "I feel valued by my employer". . . . uh, not so much.

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



Do not
panic!

This is just
the reaction
RCHSD is
looking for.
Remember
UNOCH is
behind you
100%

Exciting
News!!
ON-LINE

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 RCHSD.

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.



*Copyright © 2014 *UNOCH*, All rights reserved.*

Our mailing address is:

9019 Park Plaza Dr. Suite A, La Mesa, Ca. 91942

[unsubscribe from this list](#) [update subscription preferences](#)

VOTING
for this
contract
ratification.
Come to the
Member's
Meeting on
June 24
5:00PM -
9:00PM
in the dining
rooms and we
will introduce
to this new
procedure.

Now voting will
be available to
more members
than ever.