

# Management Proposals Raise Safety Concerns

Our Nurse Negotiating Team met with management for the second week in a row with bargaining sessions on the 17<sup>th</sup> and 18<sup>th</sup>. Both sides have presented the bulk of the non-economic proposals. Our proposals build on previous contract gains, and help to improve recruitment and retention; most importantly staffing.

Management's proposals include takeaways that will have a negative impact on our goals. Rotating shifts for all, an end to 8 hour shifts, multiple floats per shift are just a few of the components of managements "flexibility" proposal.

## Here's A Look At Managements Proposals:

- Rotation of all nurses.
- Reintroduce unlimited floating on a shift.
- Mandatory suspension for second discipline.
- Further limit Union Representative's access to the hospital.
- Eliminates union office on campus.
- End permanent day shift positions
- Limit the number of Shop Stewards.
- Effectively eliminate 8 hour shifts
- Eliminate Medstar Flight and OR charge nurse pay scale.

In order to get the contract improvements we want we must stand together. Get involved and get in the fight to improve patient care at Washington Hospital Center.

### What's Next:

**Bargaining:** September 30th and October 1st

**FBC Meeting:** October 2nd, 7:30am, 4pm, 5pm, and 7:30pm. Location TBD

**CEU Class:** October 13th at Silver Spring Doubletree

## Most Asked Question

**Q:** Are we going on strike?

**A:** Most of the gains we have made have been as a result of strikes taken by our predecessors in 1978, 2000 and 2011.

We are bargaining in an attempt to reach agreement without a work stoppage.

While it is our goal to reach an agreement without a strike, any decision to strike would be voted on by the entire nurse membership based upon management's final offer. Winning a contract that includes improvements in staffing and working conditions depends on our unified participation to show management that we are committed to improving recruitment and retention. A strike is a last resort that we take very seriously.