

# BARGAINING UPDATE #2

August  
27,  
2021

## PARADISE VALLEY RNS



## STANDING TOGETHER FOR A STRONG CONTRACT

Our bargaining team was back in session on August 25 and 26, 2021. During these two days we successfully negotiated six additional Tentative Agreements including:

**Corrective Action Process and Discipline:** Sets up a fair and just discipline process, with discipline removed from our file after 12 months.

**Patient Care and Advocacy:** Creates a Registered Nurse Advisory Committee (RNAC), made up of RNs, chosen by us, and members of management, who will meet periodically to resolve patient care and staffing issues.

This article also secures the hospitals' commitment to maintain adequate staffing levels based on patient census and patient acuity.

While we have made some progress, Paradise Valley Management is pushing back. Two major concerns:

**Floating:** Paradise Valley wants to be able to float nurses to any department in the Main Hospital or Bayview Campus where they feel we are qualified to take care of patients.

We do not agree and feel their proposed practice is dangerous for patients and puts our licensure at risk.

**Precepting:** We have proposed clear criteria as to who can precept. Paradise Valley agrees that a precepting assignment should be voluntary, however they want to be able to assign RNs as preceptors even if they've had less than a year's experience and don't feel they have the capacity to safely fulfill the duties.

This practice would put patients and our licenses at risk.

### What's Next:

We are standing strong for a union contract that reflects our hard work and respects our clinical expertise. Our agreement must protect our patients and offer competitive wages that can help recruit and retain high quality skilled nurses. **When we all stand together with our bargaining team, we can win!**

"As nurses, we are powerful! And as the saying goes, with power comes responsibility. Our union is only as strong as its members. If we want better pay, better benefits, better working conditions—we have to fight for them! I am honored to be part of this first contract negotiations as a bargaining team member and look forward to continuing to create a workplace we can all be proud of. Si se puede!"

—Carlos Cisneros, RN, Bayview



Our bargaining team includes (left to right): Victoria Nalugya, RN, Bayview; Amy Hensley, RN, ED; Rochielle Jocson, RN, ED; Carlos Cisneros, RN, Bayview; Rachel Tibbetts, RN, ED; Marianna Ascitutto, RN, ICU.

**Next Bargaining Scheduled: September 15 and 23**