

# BARGAINING UPDATE



**#23**  
DECEMBER 12, 2019

## WE DID IT! WE WON OUR FIRST UNION CONTRACT!

Chino Valley RNs have voted to ratify our very first union contract.

After a ten-year fight, we have finally secured our voice in patient care and the rights and protections of union membership.

Highlights of our three-year contract include:

- Guaranteed wage increases + signing bonus.
- Improved differentials.
- Decreased health insurance costs, locked in.
- No givebacks or concessions.
- Strong language on safe staffing, patient care and advocacy.
- Registered Nurse Advisory Committee: RNs meet monthly with management to improve and enhance patient care.
- Strong grievance and arbitration language to protect against arbitrary and unfair discipline.
- Strong floating language.
- More control over precepting.
- Strong language to protect our jobs and scope of practice against impacts from new technology.



### WHAT'S NEXT

We'll see our first union contract raise effective the first full pay-period after ratification.

Right away, we'll begin to set up our UNAC/UHCP affiliate. We'll write our own bylaws, then elect our own officers and stewards (our representatives to help enforce the contract). We'll take our place on UNAC/UHCP's Executive Council.

We'll continue to build our union to improve patient care and working conditions and enhance our profession at CVMC.

**RNs ARE THE  OF PRIME HEALTHCARE**