

Contract Update #2

Local 5058 & Local 5138 United for Quality Care

October 1, 2015

Bargaining Teams:

Local 5058

Kendra McCann, Pres
Ruthann Kosick, Acting Pres
Barbara Boyler
Joanne Herner
Fran McLaughlin
Lourdes Soto

Local 5138

Sally Fessler, Pres
Barbara Bosch
Karen Daly
Kim Fuss
Hilary Reiser

Upcoming Events:

Member Leafleting

October 7
6a -8am, 6p-8pm

JSUMC

Meet at Garage, 2nd floor

SOMC

Meet by Cafeteria

General Membership Meeting

October 19th

8am, 4pm, 8pm

JSUMC: Neptune First

Aid Squad

SOMC: Holiday Inn

Manahawkin

There is nothing "Smart" about Smart Square Scheduling System

Smart Square will not work without enough well trained nurses and ancillary staff on the units. –Sally Fessler, President Local 5138

Meridian's current proposals for their scheduling system would completely gut our current contract and our hard won rights and protections. These rights protect nurses and allow for safe patient care, keeping the right nurse at the patient bedside.

Meridian wants to:

Local 5138:

- Change your schedule at any time after posting.
- Want to be able to rotate shifts for RN's with less than 10 years seniority.
- Require RN's who sign up for the Open Shift (extra shift) to float anywhere in the hospital based on their competencies. Would undermine the float districts.
- Unit based RN's would be required to float in order to cancel the shift of someone in OT or over their FTE.
- Eliminate our seniority rights in the cancellation process. Order of cancellation of extra shift would be based on management's need to contain cost.
- Expanded float districts:
 - ENDO, PACU, SDS would be in the same float district as MRI, Cath lab and IR.
 - MCH could be floated to any district
- Deny any use of PTO during winter holidays.
- All PTO requests must be in 8 weeks before schedule begins
- Change requirements for PD.



HPAE. Putting care first.

Local 5058

- Require RN's who sign up for the Open Shift (extra shift) to float anywhere in the hospital based on their competencies. Would undermine the float districts.
- Unit based RN's would be required to float in order to cancel the shift of someone in OT or over their FTE.
- Eliminate our seniority rights in the cancellation process. Order of cancellation of extra shift would be based on management's need to contain cost.
- All RN's could be floated when they sign up for Open Shift (extra shifts) no matter their number of years, including newly licensed RN's. And there would be no bonus for floating.
- ED nurses would be required to float.
- No vacation during winter holiday weeks.
- Float Pool nurses would be required to work weekends.

Avantas Smart Square will take away our hard-won rights and will not improve patient safety or quality of care.

We are ready to work with Meridian, but we will not compromise on patient safety or nurses' rights.



We are Union Nurses because we believe we are stronger together. We fight for our patients and we fight for each other. — Ruthann Kosick, Acting President, Local 5058

MEMBER PARTICIPATION FROM BOTH LOCALS IS KEY TO A GOOD CONTRACT

Member participation is essential if we're going to achieve good contracts. The 5058 and 5138 Bargaining Committees have pledged to stand together (see photo below). We ask the members to do the same. Plan to attend the two events.

Leafleting of our colleagues on October 7 at 6am-8am and 6pm-8pm.

General Membership Meeting October 19 8am, 4pm and 8pm