

HPAE 5105 NEGOTIATION UPDATE

Virtua's Proposals ("Do more with Less")

- ❖ **VIRTUA SAYS NO TO STAFFING GRIDS** (and most of our proposals for that matter). They would rather increase your workload than decrease their profits. Even with 100+ Unsafe Staffing Forms per month and multiple meetings with units, Virtua does not believe there is a staffing problem.
- ❖ **VIRTUA PROPOSES INCREASED WORK FOR NURSES:** They want increases in weekends, holiday and on call commitments for various units, including imposing extra on call shifts after the schedule has been posted. Why, if there is no staffing issue?
- ❖ **VIRTUA PROPOSES EXPANDING CLINICAL GROUPINGS.** They propose to pull nurses to more areas in Critical Care and MCH. They think that will fix staffing issues.
- ❖ **VIRTUA SAYS: DON'T GET SICK!** (They don't believe you're sick anyway.) Virtua proposes weekend, Holiday and on call make up if you call out on any of these days. In addition, Virtua wants to remove any Critical Shift bonus time worked if you call out the same week. Yeah, sounds like the punitive Virtua culture.
- ❖ **VIRTUA WANTS TO GIVE OUR WORK AWAY.** Virtua proposes hiring techs to do Nurses work. There is a tremendous need for more techs to do tech work, not to replace nurses.
- ❖ **VIRTUA PROPOSES A BENEFITS WAIVER** (again). Virtua does not want to have to provide reasonably comparable benefits or have to share in the 80/20 premium split. In addition, they want to shift any additional costs incurred from healthcare laws to the employee.