



The Flame

Lighting the Way for Quality Health Care

February 2020



Linda McDonald, RN, President UNAP

UNAP Holds Eleventh Biennial Convention

On October 21st delegates from all UNAP locals came together at the Omni Hotel for a day of leadership training and conducting the official business of the UNAP. We heard from speakers and legislators on current issues, elected UNAP officers considered proposed resolutions and constitutional amendments. President Linda McDonald shared her hopes and concerns in her state of the Union Address on voting. See below.

"Your Vote Matters"

"I believe there is strength in the diversity of ideas. I believe we should respect personal values and tenets. But... I also believe each of us as union members have a responsibility to vote in the best interests of the labor movement. Your voice matters and your vote has consequences. Make no mistake, the interests of working men and women are under attack in Washington. Control of the NLRB, the Supreme Court, who we send to Congress and the White House – it's never mattered more than today. So, please, remember that when you and your families return to the polls. Vote your heart, vote your mind, and vote for your own good as Union members! Because labor unions have, and always will, represent hope for a better America."

Convention Highlights

Resolution Highlights...Organizing For Our Future

Our continued commitment to organizing the unorganized has led the UNAP to enter into an affiliation with the Northeast Nurses Association (NENA) for the sole purpose of organizing (internal and external) unorganized health-care workers, in all classifications, in a multistate agreement with NENA and its affiliated partner unions. The affiliated partner unions include the MNA (Massachusetts Nurses Association), PAS-NAP (Pennsylvania Association of State Nurses and Allied Professional's) and NUPNU (New York Professional Nurses Association).

This will allow UNAP to continue to organize throughout RI and expand to Vermont, Massachusetts, Connecticut and New Hampshire.

Using our organizing model NENA will stand up or down to provide the necessary resources needed for any organizing opportunities.

The delegates voted "that the UNAP shall allocate funds as deemed necessary to fulfill its financial commitment to be an affiliate of The Northeast Nurses Association."

This is an exciting and bold commitment to our bedrock belief in organizing.

Below Nela Hadzic of NENA speaks to the delegates about the importance of organizing.



The Torch - UNAP Award for Labor Advocacy

The "Torch" is a bi-annual award presented by the United Nurses and Allied Professionals at the UNAP Convention, which recognizes advocacy of labor and workers' rights. The Torch recognizes members of the community who demonstrate leadership in advocating and promoting the rights of working people in Rhode Island. The Torch award signifies a devotion to activism, promotion, support or endorsement of the issues that are important to working Rhode Islanders.

This year's recipient was Seth Magaziner, General Treasurer of the State of RI to receive our first advocacy award. Seth has helped the UNAP continually over the past years to resolve issues and help pass important legislation. He has been on the picket line and affords us incredible access including his personal cell phone number.

Below Seth Magaziner and Linda McDonald with the Torch Award



Workplace Violence

Workplace Violence (WPV) in health-care settings is a significant occupational hazard that threatens the healthcare worker, patient safety, their well-being and serious injury. Workplace violence

Continues Inside



UNAP Local 5110 Fatima RNs
The Fatima nurses recently successfully completed their contract negotiations with many exciting improvements. The contract now defines a 32-hour employee as a full-time employee and entitles all current 32 hour and above employees the full complement of holidays as well as other benefits. The salary increases include a new pay scale in October of 2019. All bargaining unit members shall receive a 2.25% cost of living adjustment in April of 2020, a step increase for all eligible members in 2021 and in April 2021 all bargaining unit members shall receive another 2.25% cost of living adjustment. There are several differential changes including the night shift differential increase from \$2.40 per hour to \$2.75 per hour, Call pay increased from \$2.25 per hour to \$2.75 per hour and a newly established Float differential of \$1.75 per hour for every hour floated. Per Diem rates increased and are as follows, the 1st shift rate is \$44.11 per hour, the 2nd shift rate is \$46.64 per hour and the 3rd shift rate is \$50.41 per hour. Tuition reimbursement increased for Full-time employees from \$1,500 to \$3,000 and Part-time employees defined as 20 - 31 hours from \$800.00 to \$1,500. Finally employees maintain the current dollar contribution that they currently pay for health insurance.

UNAP Local 5051 HCRS
The clinicians in Local 5051 at HCRS in VT are once again coordinating with UNAP's lobbyists in VT to get additional monies for pay increases above and beyond the increases called for in the contract. They have been successful in doing so in the past and hope to replicate

their success in the current legislative session.

UNAP Local 5075 & 5104 Westerly
Members of the two Westerly Hospital Unions overwhelmingly approved another three year contract. This marks the second straight contract of significant gains accompanied by the addition of clinical services and programs after years of fiscal distress. Raises range from 2%- 3% plus steps and longevities. The Hospital adopted a minimum wage of \$15.00 an hour boosting the pay of lower paid members. Employees with certifications can earn up to an additional \$750 each year. Nurses with a BSN will be paid an additional 7.6%. Tuition reimbursement is increased by \$1,700.00. Members maintained their medical, dental and retirement benefits.

UNAP Local 5110 Fatima Support Staff
The support staff at Fatima Hospital just finished negotiating their second contract – and the results are impressive. Employees will get between 2½% - 4% per year in pay increases over the life of the new 3-year agreement thanks to the establishment of new wage scales with annual step increases. There will now be longevity pay increases at 15, 20 and 25 years of service, \$1/hour preceptor pay and a \$2/hour differential for employees who work in lead positions. The employee premium share for medical insurance coverage will be reduced by 1%-2%. Dental and vision coverage for spouses will once again be covered. The new contract prohibits subcontracting for over 3 years and there is language prohibiting non-bargaining unit employees from performing bargaining unit work. The Union negotiated new health & safety language, which calls for, among other things, paid time off without loss of sick leave in the event of an assault by a patient. Educational assistance has been doubled, limits on mandatory OT were negotiated, bereavement leave benefits were enhanced, language protecting against cancellation of shifts was secured and the definition of full time employee changed from 40 hours to 32 hours per week.

UNAP Local 5067 Landmark & Rehab
The Local has Officer elections scheduled for this coming April. The Local has developed a new orientation presentation for all new employees that includes a new membership packet as well as a video presentation that reviews the Local's history and the importance of Unions and the Labor movement. The Local continues to fight for the membership regarding its health insurance plan coverage seeking to ensure that the members get the widest possible choices when the Landmark network does not provide the needed health insurance coverage.

UNAP Local 5109 Copley Hospital
The Local revised their Constitution and Bylaws this past fall. They also successfully negotiate a new Nursing Ladders Program that resulted in hourly wage increases for those RN's participating in the revised nurse's ladder program. The Local recently updated RN's wage scale granting RN's additional steps (when warranted) based on prior experience.

UNAP Local 5019 State Nurses
Contract negotiations for the expiring State contract have begun. Local 5019 has teamed up with the other members of the "coalition" to bargain the economic and universal issues that affect all State employees. As has occurred in the past, the Local will meet with the State outside of the coalition to discuss those issues that affect 5019 members only. Details will be provided as they develop. Local 5019 is also monitoring the State budget, paying particular attention to those budget articles which affect its members directly and indirectly. The Local is also lobbying at the State House to ensure minimal impact on its members at the Veterans Home, RICLAS and Eleanor Slater Hospital.

UNAP Local 5086 Brattleboro Retreat
The Brattleboro Retreat Local 5086
Local Updates Continues

Local Updates Continued

continues to rack up numerous arbitration victories, favorable Labor Department decisions and solid contract gains. All of this is done in the face of an extraordinarily hostile employer. After winning five arbitrations in the last 6 months one arbitrator in particular sized up the problem: "The more the evidence in this case is evaluated the more it can be seen as indicative of a very distrusting and toxic relationship. The relationship between the Retreat and the Union appears to be the root cause of this grievance. Because the Union has a right to schedule its meetings whenever it desires, the Retreat does not have a contractual right to request information regarding Union meetings." The Employer's heavy hand in discipline, violation of basic due process rights and interference in private union matters have been overturned by multiple arbitrators.

UNAP Local 5098 Rhode Island Hospital

The Local won an important arbitration recently, dating back to The Strike of 2018. After the three day strike and one day lock-out in the summer of 2018, the census at the RI Hospital was understandably low. Instead of re-assigning staff to other areas of the Hospital as required by contract, Lifespan called-off scores of staff without giving them the contractually required option to be floated to another area of the Hospital. The Hospital's defense at arbitration was to blame the Union for the low census, arguing that the strike gave the Hospital the right to ignore the contract. The arbitrator rejected this argument and sided with the Union in favor of clear contractual language. The remedy is currently being negotiated between the Union and the Hospital.

Convention, Workplace Violence Continued

leads to increased medical and stress-related disability claims, higher turnover, increased overtime usage, interruptions in continuity of care, and lower productivity. A survey of our membership in 2018 made it clear that WPV is a grow

ing and continuing concern. To address this, the UNAP is filing legislation this year to begin to address our many concerns. We hope to work with our employers and legislators for improved protections.

* Research indicates that work-related assaults and injuries associated with violence in healthcare facilities are routinely underreported. Healthcare workers are often discouraged from reporting assaults or threats of violence, and many healthcare employers and workers accept it as part of the job.

* The Bill will require healthcare employers to establish and maintain comprehensive workplace violence prevention programs that include a written program, record-keeping on work-related violence and risk evaluation. Implement control measures as well as training, for union members regarding workplace violence.

* Lobby for written employer workplace violence prevention programs that also address bullying and harassment specific to the risk factors and characteristics of the individual healthcare setting:

- Genuine worker and union involvement in the development of the program,
- Administrative and work practice controls to prevent occupational injuries,
- Record keeping including methods to ensure that violent incidents are reported without fear of reprisal or discrimination,
- Training of frontline workers and management in the prevention of workplace violence,
- Evaluation of efforts to prevent workplace violence incidents.

WE NEED YOUR HELP....as with all legislation we will need our members to become active. Please join us at the state house to talk to your legislators and consider giving testimony at hearings.



Senator Dawn Euer speaks to delegates on "Why Politics Matter".

Solidarity Benefits For The Union By The Union

The UNAP is proud to introduce this new benefit. You will save hundreds of dollars through negotiated discounted programs on insurance, travel, sporting events, entertainment, leisure and health. Your savings will help defray cost of union dues. The benefits are done on a local level. Activate your account by going to unapbenefits.org.

Brad Dufault and Jim King describe Solidarity Benefits to the UNAP delegates.



Below Robert M. Schwartz speaks to delegates about strategies to enforce contracts.



UNAP Local 5051 Youth Services Local 5050 at Youth Services in Brattleboro, VT completes another round of successful contract negotiations, inking a new 3-year deal.

Employees will receive 2% COLAs and additional 25 cent increases to their base rates of pay if their rates are below the established wage caps. Bereavement benefits have been greatly increased, employees returning from a leave with no paid time off left on the books will get 5 well-being days. On-call compensation has been increased and employees will get 1 hour of mental health counseling per week if they want.

The Local will be given an unlimited amount of time to talk union at new employee orientation and the employer is now required to provide the union with changes to policy/procedure to make sure that such changes do not violate the CBA. The new contract also requires that the employer seek mutual agreement with employees in the event of a change to job descriptions.

UNAP Local 5008 Kent Hospital The Kent Hospital local has launched the start of the 2020 contract campaign with the first of its contract committee meetings. Over the past year the union has held area meetings with the goals of recruiting members to the contract committee and soliciting issues for bargaining this spring.

The local has created a yearly scholarship for Local 5008 members or a child of a Local 5008 member (under the age of 25). The scholarship awarded is \$500.00.

Kent Local Officers



UNAP Local 5202 Putnam School Nurses The school nurses in Putnam, CT - are set to negotiate their next contract. The current agreement expires on June 30, 2020.

Patricia Barber, RN, Secretary of UNAP Local 5075

Highlight UNAP Leadership



I was a new grad when the Westerly Hospital was organized. I connected with the strong women who led the movement, got involved and what a ride it's been! Local 5075 currently has about 200 members and we are a strong and dedicated union.

As the secretary of our Local, I remain an active advocate for our members. Diligence is required to ensure the contract is followed, grievances are filed and members are provided with effective representation. However, our number one goal still remains, providing the patients of our community with top notch, safe care. It is not just patients in the Westerly community, but throughout the state who deserve to be taken care of with compassion and safe, competent care. That is why I have also been involved at the State House advocating for "Safe Staffing and Mandatory Overtime" laws. I also facilitate the publication of our union's newsletter, the Scholarship Committee and our annual Union get-togethers.

Giving Back

(pictured below Lynn Blais and Cindy Fenchel Presidents of UNAP Local 5110 at Fatima Hospital)



This holiday season many of the UNAP locals participated in or organized toy and clothing drives. The Westerly Hospital UNAP local and the Landmark UNAP local participated in their hospital's coat drive. The Kent Hospital UNAP local organized a clothing drive for teenagers, who are often forgotten in the holiday giving spirit. All donations for the teens were given to the Southern RI DCYF.

UNAP Scholarship Winners 2019

The 3 winners of the 2019 UNAP Scholarship are Timothy Murray, son of Nancy Murray RN, Case Manager at RIH, Charles Pike, son of Nancy Pike RN, who works at the Veteran's Home and Lindsey Dion RN, who works in the Cardiac OR at RIH.

(pictured below are Linda McDonald, President of the UNAP Charles Pike and Lindsey Dion)





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Scholarship Opportunities Save The Date



United Nurses & Allied Professionals Scholarship Opportunities



for UNAP members and/or their children.

Joan Medberry Scholarship: Available to ALL UNAP Locals. Three \$1,000 scholarships will be awarded.

Susan McGuire-Pizzo Scholarship: For **RI Hospital** only and pursuing a degree, license or certification specifically in health care.

Two \$1,000 scholarships will be awarded.

Applications and details at unap.org/resources/scholarships or call UNAP at 401/831-3647. **Deadline March 27, 2020 at 4:00pm**

Save The Date

Addiction is a Brain Disease

Speaker: Dr. Ruth Potee

Date: Wednesday, April 22, 2020

Time: 6:00pm to 8:00pm

Place: Crowne Plaza

Approved for 2 CEUs



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