



RIH-UNAP Report

RI Hospital United Nurses & Allied Professionals, Local 5098

February 2020



A message from President Frank Sims, RN

Taking The Baton!

Every few years our membership demographic shifts as we say goodbye to our older members. They are the ones who fought to organize the hospital in 1992 & voted on their first contract back in 1994. They are the ones who were up against management and an administration that preferred there be no union presence. They are the ones who built a strong Unit Rep structure on their floors to continue to enforce their rights. They are the ones who experienced working at the hospital BEFORE it was union.

I would be remiss if I did not acknowledge all the newer members and younger faces at our 2018 Strike and Lock-out whose compassion and commitment were evident. And all of us out there together was an energizing experience - a very historic moment.

But I want to share some statistics about our current membership. Our demographics are shifting. In order to stay strong and grow, we need to make some changes.

- Since we voted on our Contract in the fall of 2018, four hundred (400) newly-hired members joined the union.
- Our membership has increased by 225 members in the past three (3) years to a current total of 2618 members.
- Forty percent (40%) of our current membership joined the union within the past 5 years.



As of late, I, the union staff and Executive Board members have been hearing about a variety of contract violations. Some of these issues involve seniority rights, changing shift hours, and bidding for positions. Whether or not these violations were intentional, the contract is not being enforced and you are losing the protection(s) that we fought to maintain at our last contract.

Let's focus on what we need to do from this point forward. No longer can we just depend upon the knowledge of our more seasoned members. It is time to take the baton!

- **LEARN YOUR CONTRACT.** Don't understand? Ask a Union representative. Some members have taken their manager's interpretation of the contract as accurate and valid, but in fact were given incorrect information. I advise that you seek contract interpretation from a union representative.
 - **COMMUNICATE!** If we don't hear about an issue, we don't know it exists!
 - **HAS A VIOLATION OCCURRED?** If you believe a violation has occurred, fill out our GRIEVANCE FACT SHEET & send it to us. We will contact you once we receive the form. Forms are available thru your Unit Rep, at the office or by going online to www.unap.org.
- **UTILIZE UNIT REPS:** Do you have an active, effective Unit Rep? If yes, find out what is happening from them & share your issues. Reps are to report to me with updates. **NO Unit Rep?** Determine the best person for the position. They will be trained & guided. Contact the office to learn more.
- **Talk with your Executive Board.** Each Union Vice President oversees specific groups/areas. They are an additional resource for communicating issues. They are listed on our website - www.unap.org. Contact the office for their cell phone number.
- **UNSAFE?** Complete the union's Unsafe Staffing FORM & send to us consistently. **A trickle has no impact. A flood will be noticed! Forms available.** Need forms? Check on your unit, call office or go to: <https://unap.org/ri-hospital-contract-and-forms>

Bidding for a Position *A few key points.*



In order to be considered part of a unit, for bidding purposes only, you must have been in the unit for at least one year and have worked in the unit for a total of at least 1,000 hours.

Positions contain a 'post date' and interested employees who work in the unit must apply during the 7 day posting period. If no qualified applicant applies during this time, the position will be posted hospital-wide. At this time, those who do not have 'at least 1,000 hours and one year experience on the unit' may apply at this time, as well as any other interested hospital-wide employee.

Positions are awarded first by seniority on the unit, then hospital-wide with seniority group preference. See Seniority Group listings on pages 34-38 in your contract.

If two or more qualified applicants with equal experience, skills, abilities and disciplinary/performance counseling records apply, seniority will be determinative.

A position shall be filled no later than sixty (60) days if there are qualified applicants for the position. You may return to your previous position within thirty (30) days provided the position has remained vacant.



Membership MEETING

**Thursday
MARCH 26th**

Meeting times:
8:15am, 12:30pm,
4:30pm,
6:15pm & 8:00pm

Held at UNAP office

Susan McGuire-Pizzo Scholarship 2020



President Frank Sims with our 2019 scholarship winners:
Matthew Braga, RN, 5CCU & Jeanine Gannon, RN, CTIC

Every year we honor our beloved colleague, Susan McGuire-Pizzo, through our scholarship program. Sue brought a genuine commitment of caring to each of her roles as mother, wife, nurse and union leader. She was an independent thinker, fair to all and loyal. Sue's lively personality and passion was obvious to all the lives she touched.

She served as Vice President on our Executive Board and was an active volunteer for the UNAP Children's Hospital Fund.



Sue McGuire-Pizzo, RN

Two \$1,000 scholarship are available for any RI Hospital UNAP member and/or their children (under age 25 at the time of the award), *pursuing a career in the health care field.*

Joan Medberry Scholarship

Available to all UNAP members and/or their children **seeking a degree in ANY field of study.** **Three** \$1,000 scholarships available. Deadline Friday, March 27, 4pm. **applications:** www.UNAP.org/sources/scholarships

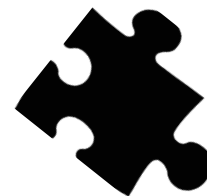
Delayed Return Arbitration Win!

As you may know, Local 5098 won at arbitration for the “delayed return” of some of members after the three day strike and one day lockout in the summer of 2018. After The Strike of 2018, the census at the RI Hospital was 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 for this contractual violation is to compensate, in some fashion, those who were called off. The Local is working with Hospital HR to determine how many people were affected and for how long. Stay tuned for details.

Putting the Pieces Together

In just 2 days



Financial & Retirement Workshop

Thursday FEBRUARY 13

12:00-2:00 or 5:30-7:30

RSVP please. food provided.

Spouses or SOs invited

**Call us with the session time you
plan to attend! 401 831 3647 Eileen**

RIH-UNAP Local Dues Increase (January 2020)



Per the Constitution, the dues increase is based on the CPI (consumer price index) of 1.4%.

This will mean an .06¢ increase per paycheck (12¢ for biweekly).

The RI Hospital Executive Board voted unanimously in this decision.

BEFORE We Were UNION.

Did you know.....?

- No wage scale existed. Annual raises were placed in the hands of the managers!
- Time & half was paid only after you worked 40 hours weekly.
- Double time didn't exist.
- On call didn't exist.
- Blast paging didn't exist.
- The hospital staffed by enforcing mandatory overtime.

Mandation is against the law for RNs & CNAs unless an unforeseen, emergent situation arises. The RI Mandatory Overtime Law RI General Law Chapter 23-17.20 has been in existence since March 2008.

Do you know that today....?

- The hospital cannot unilaterally change your shift times.
- The hospital cannot fire you without a reason. (they must have a “just cause”)
- You have a right to file a grievance if the contract terms (language) have been violated & you have suffered a loss of wages.
- You have the right to fill out an Unsafe Staffing Form and file it to record unsafe working conditions without being harassed, coerced, intimidated or discriminated against.