



Student Nurse Interns (SNIs)

In the Spring of 2023 the Hospital changed the way it was administering the SNI program. Instead of SNIs shadowing CNAs while at the Hospital, Nursing administration began having SNIs follow and be trained by RNs. Essentially the Hospital asked RNs to precept these students. However, the Hospital was unwilling to pay the RNs preceptor pay for every hour they had an SNI with them.

The Union filed a grievance seeking preceptor pay which the Hospital fought at every step. Ultimately, an arbitrator denied the Union's demand for preceptor pay because the SNI's were students and not newly licensed nurses. Because of this, we want all members to be aware that precepting students (or "shadowing" as the Hospital calls it) is voluntary and members cannot be forced to precept a student.

The Union will be addressing this issue at contract negotiations later this year- proposing that any member asked to take on a student (RN or Tech) will be compensated with Preceptor Pay.

Fitness Reimbursement

Did you know that the Hospital will reimburse you for up to \$150 for a gym membership?

Recently the Union discovered some glitches in the Blue Cross/Blue Shield system resulting in members not being fully reimbursed the proper amount of gym membership. As a result of the grievance we filed, members who were not fully reimbursed for the last three years will be receiving checks from the Hospital.

If you are interested in taking advantage of this benefit, you can do so by submitting your reimbursement request to BCBS of RI. The form can be found on the BCBS website.

Vacation Allotments

Prior to each vacation period, the Hospital is required to provide the Union with the vacation allotments for each unit. Recently, a union member in 7 A/B questioned why a particular week of vacation was not awarded by seniority and asked the Union to investigate. The Union did investigate and not only found violations of seniority but also that management did not approve all of the allowable hours requested by members during the posting period.

After bringing this to the administration's attention, the seniority violations were corrected and the proper amount of vacation was awarded.

If you have questions about how management is awarding vacations during the posting period, you should reach out the Union for assistance.

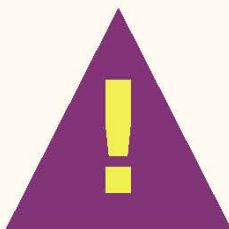
Doctor's Notes and Holiday Pay

As you may know, our contract has a requirement that in order to be eligible for holiday pay, you have to work your last scheduled work day before and after the holiday.

If you do not work your last scheduled work day before and after the holiday due to a verified illness- you can still receive holiday pay if...

1. You have sick and safe days on the books, or
2. the illness is verified.

In order to verify the illness, management can request verification. In a recent grievance win for the Union, members of the OR were being required to provide doctor's notes any time members were out sick before or after a holiday, in order to receive holiday pay. This was not reasonable. A "Blanket" policy of requiring verification any time a member is sick prior to or after a holiday is not reasonable. Please contact the Union if you have questions about this issue.



If you know something, say something!

We build and maintain our union strength by enforcing the terms of the contract. **If you have any questions or believe the contract is being violated, we need to hear from you!** Our union works best when communication is a two-way street. Many issues come to us from questions and concerns. Keep 'em coming!

Scholarship Winners!

Susan McGuire-Pizzo and Linda McDonald Scholarships



Kiah Marcotte, RN, Hasbro 5



Benjamin Tran, with his proud Mom- Lena Tran, RN, Case Management

Each year several of our members take the time to write an effective and compelling essay. Thank you to all those who participated. We are happy to offer this opportunity to support those furthering their education.

Please be sure to congratulate our winners shown here:

Susan McGuire-Pizzo Scholarship

Kiah Marcotte is pursuing her Masters in Nursing Education at Worcester State University

Benjamin Tran is studying Kinesiology at URI.

Linda McDonald Scholarship

Nicole Cote is pursuing her Doctorate at St. Joesph Hospital School of Nurse Anesthesia program.

Emily Araujo is enrolled at RI College working toward her Acute Care Nurse Practitioner degree.



Nicole Cote, RN, LCI Rad Oncology



Emily Araujo, RN, Coop 4



You spoke. We listened.

Thank you to those who participated in our general survey. You asked for more frequent communication, from the latest grievances to understanding the contract - sick & vacation time, seniority and LOAs. You asked for additional membership meeting times and on a lighter note, it was a very close call between trivia night and the zoo! Twenty five percent showed interest in having a Unit Representative on the floor. Reach out to Eileen at the union to discuss the steps in this process. Eileen@unap.org (401) 831-3647 ext 11

A high percentage of you showed interest in downloading our **Union Strong App**. We are moving in this direction due to a high spike in texting costs. The app will be your one-stop shop for union information but does not take the place of one-on-one communication. This will be our prime mode to communicate going forward, especially as we move closer to contract time. We anticipate launching the app in summer/early fall. We will keep you posted!