



## Bargaining Update #5

### Who's Pulling the Strings at HCA?

Your RN negotiators have given HCA management a comprehensive contract proposals based on your surveys and input. Management has responded with either answers of **NO**, or significant takeaways that will not help them recruit or retain quality RNs. Who is making these decisions? You be the judge...

- There is no CNO from either facility at the bargaining table
- There is no HR representative from RMC at negotiations
- There are no VP of HR from either facility at the bargaining table
- Neither CEO has any direct knowledge of what happens at negotiations, they too are not present at the table although they "report" on negotiations.

Given this situation, what occurred in bargaining this week should not surprise RNs:

**Weekends Off**: management rescinded it's position of an RN having to make up weekends if ill but **REFUSES** to agree to contract language that codifies our long-standing practice of every other weekend off guaranteed.

**Education Leave**: management did agree to allow a homestudy provision, and will pay the leave over a maximum of two pay periods.

**Clinical Ladder**: Historically the Professional Performance Committee has diligently overseen the criteria and processes of the clinical ladder and management has previously worked with the PPC to resolve or enhance the ladder. The PPC and management representatives developed revisions several months ago and forwarded it to Nursing Administration, yet received no reply. However, the HCA's negotiating team gave proposals at the table regarding RN III & IV, placing serious restrictions and limitations on RNs achieving promotion.

HCA management has **NOT** addressed issues of high priority to RNs, such as Healthcare, Retirement, Differentials, Staffing, Meal/Break Relief, etc. We will be meeting again Tuesday, June 17 and will report back.

Speak out for patients and our profession on Thursday, June 19 when we attend the rally in San Francisco, joining with CNA/NNOC RNs to protest Healthcare Profiteers, including HCA.

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