

The SEPTEMBER NV Statewide Newsletter

Saint Mary's Reno RNs Win Landmark Nevada Pact!!!

Huge Breakthroughs in Patient Safety with RN Staffing Ratios, 29.5% Pay Hikes, Pension, Retiree Health will Aid RN Retention

Registered nurses at Saint Mary's Regional Medical Center in Reno won a tentative agreement with hospital officials Friday September 12th on their first ever collective bargaining pact that sets a new Nevada standard for patient safety protections and enhanced conditions for registered nurses. A centerpiece of the settlement, is the establishment of hospital-wide minimum, specific RN-to-patient staffing ratios.

Other components of the agreement include:

- Mandatory, Specific RN-to-Patient Ratios
- Health benefits fully paid by employer, including dependent coverage
- PEP Plus Retirement Pension
- Retiree Health Package, the best in the state of Nevada
- 29.5% Pay Increase over 4 years, on average
- Safe lifting procedures
- No mandatory overtime, except in the cases of a publicly declared emergency or an unavoidable occurrence.

CNA/NNOC has signed an agreement with Catholic Healthcare West that will provide an additional monetary bonus to qualifying registered nurses in 2008. In October full time RNs will receive \$400 and part time RNs will receive \$200. This bonus is an added benefit above and beyond the average 29.5% increase in wages negotiated by St. Marys bargaining team, Friday September 12.

The ratios, which match those won by CNA/NNOC in California law and hundreds of California hospitals, and strengthened through enforceable contract law, are the first ever achieved outside California. Other key elements of the pact include more patient safety protections, with limits on unsafe assignments of RNs to areas where they do not have clinical expertise, and safe patient handling procedures, to major economic improvements.

St. Rose Dominican Nurses Take Action!!!



August 21st, St. Rose Dominican Hospital RNs proudly stand behind their petitions

On Thursday, August 21, over 40 RNs delivered petitions containing more than 500 signatures to CHW demanding they stop recognizing SEIU as the nurses' bargaining representative. Nurses also delivered the message of support for RNs at St. Mary's Reno in their contract negotiations. After the *May 6th and 7th NLRB election, in which nurses voted for CNA/NNOC representation, RNs initiated a petition drive achieving a majority of support. The petition was delivered by nurses from all 3 campuses.*

In a disappointing move, SEIU attempted to sabotage the RNs' efforts by attempting to block human resources from receiving the nurses' message. SEIU organizers were unsuccessful in their request to have CNA/NNOC RN supporters removed from the HR office. Once again, nurses managed to

overcome SEIU's tactics and delivered the petitions. St. Rose nurses were heard loud and clear by both CHW and SEIU.

Nurses from St. Rose Dominican and St. Mary's Reno meet with RNs from CHW Statewide Bargaining Council

On September 10th, Nurses from St. Rose Dominican and St. Mary's Reno met with nurses from 27 CNA represented CHW hospitals in Oakland, CA. The CHW statewide bargaining council met to discuss next year's master contract negotiations. Over 50 nurses from CA, AZ and NV evaluated various points of a future CNA bargaining survey, formed committees to explore and debate different contract points, and experienced the nationwide fellowship of an organization built by and for nurses.

University Medical Center (UMC) Update

Las Vegas nurses at UMC are determined to stop gambling away safe patient care as members of SEIU. UMC nurses are fed up with SEIU and their management partnerships that have resulted in decades of outright neglect of RN professional and safe patient care concerns.



Hundreds of nurses are attending monthly organizing meetings in order to get actively involved in taking control of their profession and their practice. The outpouring of support for a bedside nurse run and led union is infectious on every unit. The UMC RNs are poised to make their own history in the Valley.

CNA/NNOC – Nevada Nurses Lead Healthcare Charge at Nevada State AFL-CIO Convention

Nurses from Reno and Las Vegas attended their first Nevada State AFL-CIO State Constitutional Convention as CNA/NNOC. During the Convention Nurses worked with delegates from over 100 other Union Locals on putting together the "work plan" for the organized labor coalition in 2008-2009.

CNA/NNOC nurses drafted and presented a resolution bringing Healthcare to the forefront of the work the AFL-CIO is doing during the election year and the upcoming Nevada legislative session. The resolution passed unanimously.

A resolution to support HB 676-Single payer Healthcare on the federal level, supported by CNA/NNOC passed unanimously as well.

Safe Staffing Ratios Legislation Expanding to Nevada

120 days is all that is given every two years to create the laws to govern the Great State of Nevada. While the February opening of the Legislative session is still a few months away CNA/NNOC – Nevada nurses are using this time to do preliminary work on bringing about a Safe Staffing Ratio Law in Nevada. Meeting with Legislative candidates and current legislators about the potential law and other bills is affecting the livelihood and the profession of nurses.

If you are interested in being a part of the legislative work of CNA/NNOC – Nevada please contact rener@calnurses.org

Employee Free Choice Act

Make sure to check out info on the Employee Free Choice Act. Moving Congress to pass it will strengthen both the nationwide labor movement and your individual rights as a union member. [Click here to learn more about EFCA.](#)

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