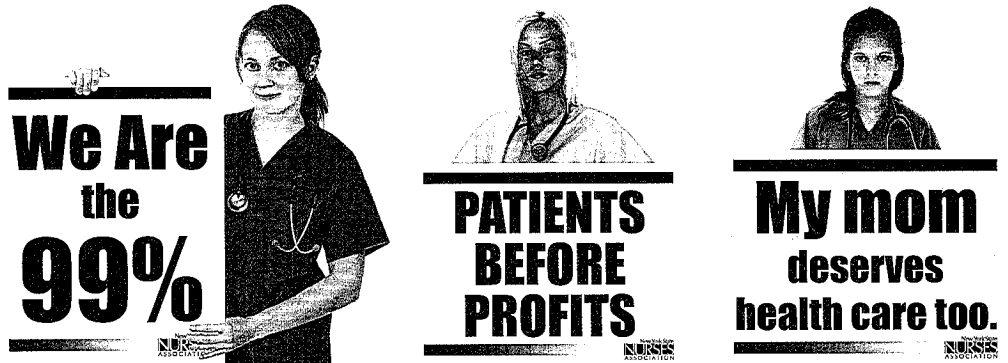


**Strong Contracts** – The new Board is dedicating all available NYSNA resources to building a comprehensive campaign to win strong contracts for our members.

**Safe Staffing** – Winning a New York staffing ratios bill is our top legislative priority, and we're shaping NYSNA's political and legislative program accordingly.

**Transparency** – This bulletin is part of our effort to keep you informed of decisions made by your leaders, and make sure NYSNA members are always at the helm of the association.

**Member Involvement** – Building a stronger NYSNA takes all of us. Whether through the Delegate Assembly, your local bargaining unit, or activities at your hospital, get involved.



### Efforts to transform NYSNA into a strong advocate for its members are having results.

Members at four New York City area hospitals, New York-Presbyterian Hospital, Mt. Sinai Medical Center, St. Luke's-Roosevelt Hospital Center and Montefiore Medical Center, have joined together in a coordinated contract campaign. Working together, NYSNA nurses create the credible threat of 10,000 members going out on strike if hospital management continues to refuse to bargain in good faith toward contracts that provide nurses with reasonable wages, affordable health insurance and working conditions that allow them to provide the best possible care to their patients.

NYSNA members at Montefiore and Mt. Sinai voted this week to authorize a strike. The four hospitals simultaneous strike votes are historic. The first such potential action of a massive nurses strike in New York City, clearly reflecting the magnitude of industries push against nurses on the front lines of health care.

New Board led changes in NYSNA's priorities have provided increased staff and resources to these four critical contract campaigns, as well as to Westchester Medical Center, where the NYSNA negotiating team has declared impasse. The Westchester members have mounted an aggressive campaign to preserve patient care as management threatens to lay off 250 nurses. Five organizers have been assigned to the coordinated campaigns at New York-Presbyterian Hospital, Mt. Sinai Medical Center, St. Luke's-Roosevelt Hospital Center and Montefiore Medical Center, and labor educators provided on-site strike education, and dozens of additional staff have assisted with efforts to mobilize for the strike votes and support pickets and other bargaining unit activities.

This focus on increasing staff resources, expertise and supporting the members push back against zealous employers pursuing unnecessary concessions has resulted in employers moving to resolve open contracts more favorably. Settlements have been reached at Maimonides Medical Center, where a ratification vote is pending, and Franklin Hospital, where a settlement has been reached and ratified.

Organizational change can be unsettling, and some members may be receiving misleading information from individuals whose personal agendas are at odds with NYSNA's increased focus on priorities that will directly affect members' workplace conditions and economic wellbeing. The election of the new board was by a majority of members voting – the work that is moving forward is democracy in action.

The newly elected board and transition team remain committed to NYSNA as a unified organization and are confident this period of transition will be worth it as NYSNA becomes stronger, better positioned to effectively advocate for its members. We hope and need you to join us in those efforts.

## Some additional steps the transition team is taking to improve NYSNA's operations and member service include:

- Contracts are now available to members on the member only website. In addition to reviewing their own contracts, members have access to other NYSNA contracts to aid in generating ideas and solutions to shared problems.
- NYSNA will hire strategic researchers to aid committees in preparation research on employers for bargaining, contract enforcement and any other relevant strategic campaigns.
- Contract coordination efforts including weekly conference calls for committees and seeking consulting assistance from labor staff with significant prior experience in large coordinated strikes and master contract bargaining.
- Change in law firm handling labor issues. Spivak Lipton LLP will be transitioning over to Cohen, Weiss and Simon LLP through December. Each case will be considered to assure stability of member representation.
- Latham and NYC staff are actively engaged to support picket lines and member actions, including recently at the Montefiore picket and the Occupy Wall Street demonstration.
- The Economic and General Welfare program held an all staff meeting including release reps and administrative staff from both the Latham and city offices. This was the first inclusive meeting of this nature to have occurred for many years. Staff is clearly committed to NYSNA and its role as a strong progressive labor organization, and energized by the future work with members.
- Improved the turnaround time on PAF resource allocation.

## At its meetings, the newly elected board has taken the following actions:

- Assure that NYSNA members and staff designated to represent NYSNA's interests are not prohibited from doing so by the National Federation of Nurses (NFN) or American Nurses Association (ANA) by any attempt to exclude NYSNA representatives at meetings.
- The New York City office space committee has been reformed to secure office space more accessible to downstate members.
- Terminated the former CEO and will begin process to secure a new executive. Entered into a contract with the transitional Interim Executive Director until such time as a new executive is hired.
- Has initiated an investigation of the NYSNA Election Committee and Appeals Committee findings and sought a review of the materials from outside counsel not otherwise involved in the election process.
- Directed staff to increase local bargaining unit communication through all available electronic media channels.
- Approved visibility line item funds to further assist in meeting LBU contract fight needs.
- Board reviewed the need for staffing data for implementation of staffing disclosure law and staffing ratio legislation. Board recommended that GOVA, EPR and E&GW work together on achieving this data.

## Litigation update

The transition team is encouraging the parties to engage in mediation in order to end the ongoing litigation concerning NYSNA. A separate update on litigation will be distributed in the coming weeks as more information is available.

The newly elected board is committed to transparency, making sure members have access to accurate information. Please continue to watch [www.nysna.org](http://www.nysna.org) for updates, and contact us at [egw@nysna.org](mailto:egw@nysna.org) or by contacting your NYSNA representative to take an active role in moving NYSNA forward.



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