

## ***NEGOTIATIONS UPDATE***

### **RESPECT, SAFE STAFFING & EDUCATION**



*Latest Talks Produce Meeting with New CNO, Discussion on Workplace Violence & True Time Off for Vacation & Staff Development*

During negotiations on November 27 and 29, your union committee took a firm stand on the needs of RNs and patients at Brooklyn Hospital. The current situation of woefully short staffing was mathematically proven in our presentations.

NYSNA offered a detailed analysis of **staff requests for vacation and personal time** in contrast to actual staffing on each unit. The numbers don't lie: it's impossible for you to take your hard-earned time off and leave the unit safe—or in many cases, to simply get your requests approved. More RNs = Time off and safe patient care. During the discussion, NYSNA documented management's frank admission:

***“We looked at your proposals”, the spokesman said hesitantly, “and realized-- WE MAY NOT HAVE ENOUGH NURSES”***

***-Now the hospital must put its money to safe patient care-***

The union also gave a presentation about **RN educational requirements**. To maintain licensure and certification CEs, each member must be released between 1.5 to 3 weeks annually. The last administration's practice of doling out mandatory Education Modules to RNs as they cared for patients was dangerous, unfair, and unacceptable. We must raise the bar for quality patient care.

Both teams also exchanged proposals on **Workplace Violence** and **Staff Development**, and the great divide appeared to lessen somewhat. But we still have far to go. NYSNA stressed the need for a respectful workplace, reminding management about **CEO Terranoni's gross disrespect** toward the staff of unit 6B, targeting one NYSNA member in particular. HR stated that Terranoni has agreed to visit the unit, as we have demanded, to offer a proper apology. We will be given a date for his visit---and will be there, too.

**Judy McLaughlin, new Chief Nursing Officer**, offered some encouraging words on building morale as well as some fresh ideas on building and retaining staff. We look forward to learning more of her approach during not only contract negotiations but in day to day nurse issues as well.

***JOIN US FOR UPCOMING BARGAINING SESSIONS!***  
***Wed Dec. 12, Thur Dec. 20, Thur Jan. 3, Wed Jan. 9:***  
***Conference Room 2a/2b, 3rd Floor, Old Building, 9am - all day***

*For info contact your NYSNA Executive Committee or  
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