

# New York State Nurses Association

ALLIANCE NEGOTIATIONS – MONTE, NYP, SINAI SYSTEMS

## Private Sector Bargaining Update #2



### MANAGEMENT: “NOT INTERESTED”

After we presented powerful testimony in this week’s bargaining sessions, management said “we’re not interested.” In our first two full days of negotiation, about 200 nurses came to support the NYSNA bargaining committees from Montefiore, NYP, and the Mt. Sinai Hospital and Mt. Sinai West/St. Luke’s.

Thirty nurses presented our demands, speaking passionately. Management’s response was noncommittal.

We presented on:

- Staffing
- Workplace violence
- Collaborative relationships with the community to improve the way we care for them
- Enhanced rights to representation (Weingarten rights)
- Ensuring RNs get breaks
- Supporting nurses who participate in global disaster relief missions
- And we fought back against attempts to limit our delegates’ release for bargaining

Management had their own agenda. They proposed to:

- Require makeup weekends after sick callout
- Increase minimum weekend requirements
- Require work on the weekends before/after our vacations
- Lose OT pay if you call out sick in the same pay period

We will continue to fight for the healthcare NYers and nurses deserve.

### What is “coordinated bargaining”? Stronger Together!

The nurses of NYP, Montefiore, Mt. Sinai, and Mt Sinai West/St. Luke’s have joined forces to fight for strong new contracts by bargaining together. Nurses across the NYC area are proposing the same platform at their negotiations – from Brooklyn to Westchester! These negotiating sessions are open to all nurses—come and see with your own eyes.

**PLEASE SHOW YOUR SUPPORT BY  
JOINING US AT NEGOTIATIONS**

#### Mount Sinai

**December 4<sup>th</sup> (10-5pm) and  
December 5<sup>th</sup> (9a-5p)**

NY Academy of Medicine  
1216 Fifth Avenue

#### New York Presbyterian

**December 11<sup>th</sup> and 12<sup>th</sup> (9a-5p)**

The Armory, 216 Fort Washington

#### Mt Sinai West/St. Luke’s

**December 18<sup>th</sup> and 19<sup>th</sup> (9a-5p)**

Faculty House at Columbia University  
64 Morningside Drive

For more information please contact a member of the bargaining committee, Contract Action Team (CAT) members or your local NYSNA Rep.

New York State  
**NURSES**  
ASSOCIATION

## Initial Alliance Global Proposals

### 1. Probationary Period

The probationary period for all new hires, transfers and promotions currently subject to a probationary period will be 6 months. The hospitals shall have the right to add an additional 2 months to the probationary period, if the hospitals deem it necessary.

### 2. Sick Leave and Overtime

Sick leave will not be counted towards overtime pay calculation.

### 3. Direct Deposit

All nurses shall be required to participate in direct deposit.

### 4. Weekend Scheduling

Change weekend scheduling language to provide that: (i) nurses may be required to work 26 weekends out of the year; (ii) hospitals may schedule nurses more than one weekend in a row, though will make best efforts to provide every other weekend off and (iii) hospitals may schedule nurses to work on the weekend before and/or after a full week vacation.

### 5. Wages

TBD.

### 6. Eliminate Local Representative Release

Eliminate following provisions providing for full-time paid release of one local representative for contract administration/bargaining unit matters:

Presbyterian: 2.04C

Mt. Sinai West and St. Luke's: 2.04B

### 7. Earned Safe and Sick Time Waiver Language

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The Alliance reserves the right to modify, withdraw, or supplement any proposals during the course of bargaining.