

WE CONTINUE TO WIN WITH NNU!

As we organize with NNU, we are seeing improvements in our working conditions, quality of supplies and equipment, and compensation. However, we know that without a voice and a union contract to secure our victories, all these gains can be taken away. To ensure that the hospital continues to invest in patient care, we will continue to organize!

GAINS TO DATE, SINCE MAY 2018

- 1. Staffing improvements:** Nelson 4, Nelson 8, Weinberg 5C, Weinberg 5D, Endoscopy, MPCU.
- 2. Supply and equipment improvements:** New gloves and fully stocked supply closets in some units.
- 3. Preceptor bonus on increased units, including:** IV Therapy, MPCU, JHOC.
- 4. Workplace safety and security:**
 - Agency psychiatric nurses for ED and Peds ED.
 - Recruitment of psychiatric nurses and security guard in Peds ED.
 - Executive response team.
 - Badge covers.
 - Oversight team.
- 5. New health care options:** Expanded PPO network and new EPO option.
- 6. Free access to TV in patient rooms.**
- 7. Furniture improvements:** Weinberg 4B Heme.
- 8. New scale in CVSICU.**
- 9. Improvements to benefits, Jan. 2019:**
 - 0.9 FTE will be considered FT for tuition reimbursement. Dependents will be eligible.
 - \$500 rollover for flex spending account.
- 10. New oxygen tank holders:** Endoscopy.
- 11. Increased number of soaring students.**



Nurses have been taking collective action throughout the hospital to advocate for things like improved equipment, supplies, and staffing. As nurses, we know that our working conditions directly affect the quality of care that we are able to provide to our patients. We will continue to push for improvements, because our patients and our coworkers deserve better. We are working to build our union to secure the recent improvements that we have won into a contract.”
— Holly Bracher, RN, MPCU
two years of experience



National Nurses
Organizing
Committee



National
Nurses
United

**A Voice for Nurses.
A Vision for Health Care.**



We Are Already Winning With NNU

Since we started organizing with NNU, we have seen substantial improvements in our pay and working conditions. Even before we have won our union at JHH, our gains are mounting! However, all these gains are temporary unless we lock them in a union contract.

GAINS THROUGH MAY 2018:

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| 1. Preceptor bonuses — varies unit by unit (up to \$250). | 8. Equipment repaired and/or replaced on some units. |
| 2. Retention bonus in some units, up to \$1,500 if worked at JHH for more than one year. | 9. MICU hired more techs and UAs and improved total nurse-to-patient ratios. |
| 3. Permanent AM and PM schedules. | 10. MPCU — new chairs on the unit. |
| 4. Flexible scheduling in some units. | 11. Weinberg 4C — hired more RN staff. |
| 5. Effective April 1, 2018, some RNs received an equity adjustment. | 12. Weinberg 2 — hired more RN staff. |
| 6. Effective April 15, 2018, market adjustment up to 9%. | 13. Nelson 8 — hired seven new nurses. |
| 7. Hired additional registry RNs in the ER. | 14. Weinberg 5C — some nurses received ICU bonuses. |



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I have been a nurse for 35 years and at JHH for 15 years. The hospital has made promises to improve things in the past and we've never seen those changes. I am happy nurses have seen some improvements recently; I know those gains are because we are organizing. We want to lock these gains into a contract and negotiate as NNU union members for other improvements. ”

— *Antonia Fowler, RN, VAT Johns Hopkins*

The National Voice for Direct-Care RNs