

Prime Hospitals



CENTINELA BARGAINING ALERT

JANUARY 18 • 2019

CENTINELA RNS KICK OFF NEGOTIATIONS WITH A STRONG MESSAGE – WE NEED SAFE STAFFING

Prime nurses from the Alvarado, Centinela, and Saint Mary's Reno negotiating teams met with management on Jan. 9 and Jan. 18, 2019. Our proposals addressed many of the key issues RNs cited on bargaining surveys.

NURSES' PROPOSALS INCLUDED »

- Dedicated meal and break relief RNs
- Dedicated resource RN
- Dedicated charge nurses/relief charge nurses without assignments
- Zero-lift policy
- RNs will not be required to leave patients without appropriate coverage
- A patient classification system to be used for determining staffing assignments based on physical assessments/acuity by RN and a requirement to notify the PPC of any changes in staffing matrices
- Three 15-minute breaks for a 12-hour shift and a posted break schedule in every unit and every shift
- No call off/flex off for staff RNs in mother-baby units/department (L&D, Post Partum, NICU)

MANAGEMENT'S RESPONSE INCLUDED »

- Coming to negotiations unprepared
- No representation from any of the nursing management
- CNO Mohammad Abdelnaser absent from negotiations
- Coming late and leaving negotiations early on both days

MANAGEMENT'S INITIAL RESPONSE CONTAINED SUBSTANDARD LANGUAGE AND BENEFITS INCLUDING »

- Rejected language to guarantee designated resource nurse, break relief nurses, and charge nurses without primary care assignments
- Management wants the right to legally discriminate against people with disabilities.
- Zero commitment to three rest period breaks for 12-hour employees and two rest periods for 8-hour and 10-hour employees
- Treated CHMC staff as second-class citizens by refusing to agree to the day-after-Thanksgiving paid holiday that other Prime employees enjoy
- Rejected standards of competent performance to ensure that all RNs are competent in caring for the patients they are assigned
- Rejected improvements in educational benefits that are offered to other Prime employees

One thing is clear: Prime RNs in all three hospitals are committed to fighting for a contract that allows us to provide the highest standards of patient care and foster good morale among all RNs.

NEGOTIATING TEAM

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BARGAIN TOGETHER, WE WIN TOGETHER! PRIME NURSES FIGHT ON!



Why is Mohammad Abdelnaser, Centinela CNO missing in action?



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