



# RIH-UNAP Report

RI Hospital United Nurses & Allied Professionals, Local 5098

September 8, 2005

*Contract extension secures much-deserved raises while protecting all rights and benefits*

## RI Hospital UNAP leads the way



Linda McDonald, RN  
President

For the past eleven years, the RI Hospital UNAP has led the way in improving the quality of work life for nurses and

other health professionals.

With our new contract extension, our hiring ranges are highly competitive,

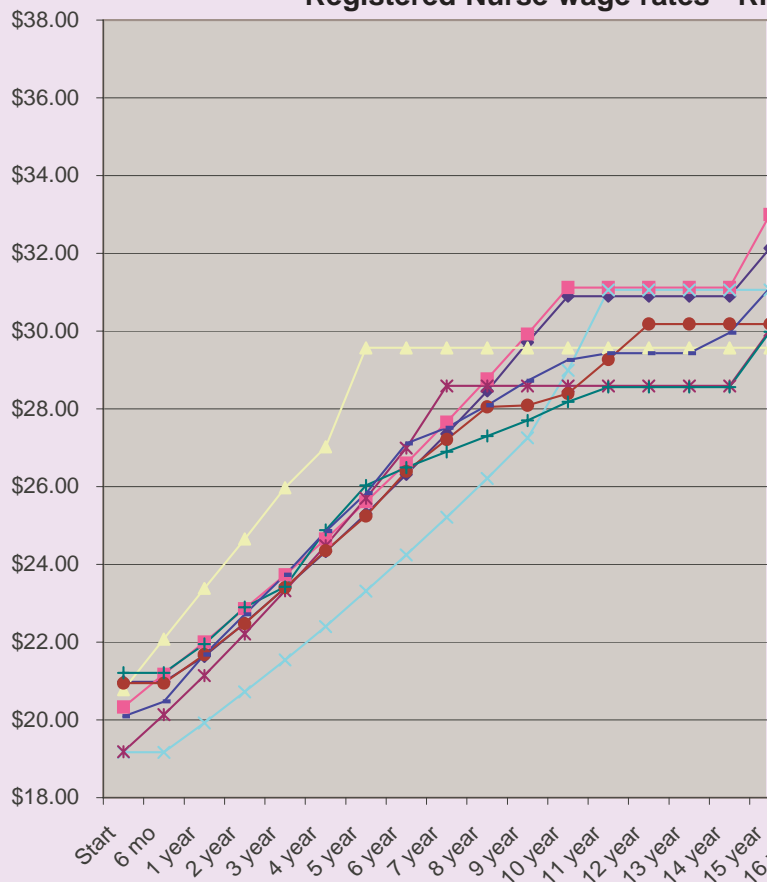
and our pay rates for senior employees are among the best in the State. In addition, our many important rights, benefits, and contractual protections remain secure for the next three years.

We have made great strides and, yes, there is still much room for improvement. But, let us take a moment to reflect on the gains we have made, as shown in the charts and graphs in this newsletter. I think you will agree that we are leading the way.

### Highlights of contract extension

- ★ Across-the-board raises (7/1/05 - 6/30/08)
  - July 1, 2005: 5%
  - January 1, 2006: 2%
  - January 1, 2007: 4.5%
  - January 1, 2008: 4.5%
- ★ Anniversary raises and longevity steps
- ★ New 10-year hiring ranges
- ★ Increased funding for UNAP/RIH Education Fund
- ★ New Labor-Management Liaison positions
- ★ No givebacks

**Registered Nurse wage rates - Rhode Island (as of July 1, 2005)**



New position will focus on communication, representation, and morale

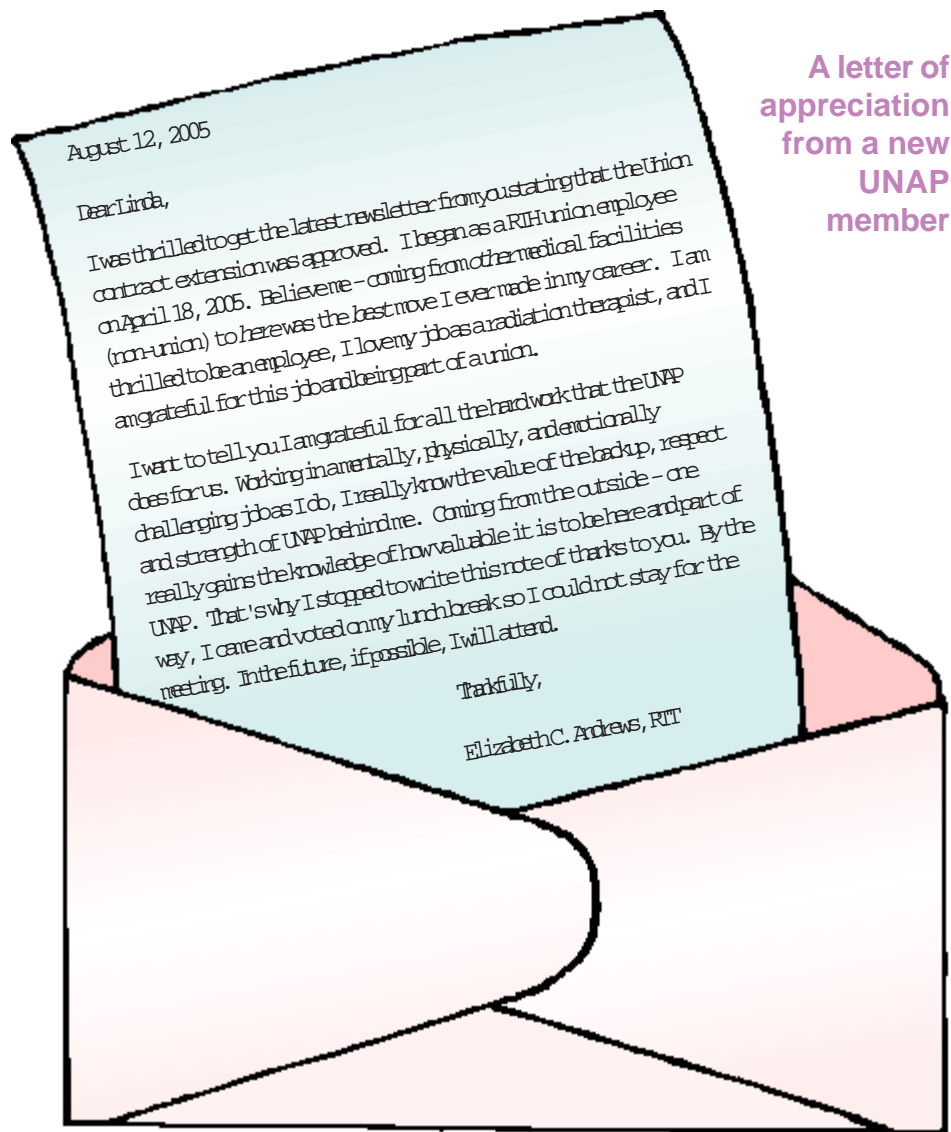
## Labor-Management Liaisons

For the next 12 months, the UNAP will have a new way to advocate for union members.

The new Labor-Management Liaison positions, which are scheduled to start in October, will share a total of 40-hours of paid time off per week to handle employee problems, improve communications with members, represent employee concerns on Hospital committees, and generally work to improve job satisfaction and patient care.

UNAP Labor-Management Liaisons will be selected from among interested union Executive Board members and Unit Reps. Liaisons will be assigned to specific departments within the Hospital, and will receive training, orientation and support from UNAP officers and staff.

All members will be notified of the new Liaisons once the positions have been filled.



A letter of appreciation from a new UNAP member

## CEUs

The UNAP / RI Hospital Education Trust presents:

**Hot Topics in Infectious Disease • Thursday, September 29**

12:30-2:30 PM • Nursing Arts 5

4:00-6:00 PM • George Auditorium

*Leonard Mermel, DO, ScM; Medical Director, RI Hospital  
Department of Epidemiology & Infection Control*

*Julie Jefferson, RN, MPH, CIC; Director, RI Hospital Department  
of Epidemiology & Infection Control*

**Beyond Lifting: The Ergonomics Revolution in Patient Care  
Wednesday, November 30**

12:30-2:30 PM • George Auditorium

4:00-6:00 PM • George Auditorium

*Sean McDonald, MS, CPE, Ergonomist, Beacon Mutual Insurance  
And, RIH staff from units that have piloted "safe lift" equipment*

2.4 contact hours • Cost will be covered by RIH CEU funds

UNAP Professional Issues Conference • Biltmore Hotel  
Wednesday, November 9 • 8:30 - 3:30 PM • CEUs reimbursable by RIH

## RI Hospital secretary receives first Sue McGuire-Pizzo Memorial Scholarship

Janine Horton, secretary in the Case Management Department, has been awarded the first-ever Susan McGuire-Pizzo Memorial Scholarship by the RI Hospital UNAP.



The \$1,000 scholarship is awarded to a Hospital employee who aspires to overcome personal hardship and adversity by pursuing an educational path leading to a career as a health care professional.

Case Manager Theresa Pearson, RN, wrote, "Janine, not unlike Sue McGuire-Pizzo, lives a life of purpose, compassion, commitment and perseverance of personal goals." Case Manager Kate Primeau, RN, added, "Janine will make a great RI Hospital nurse."

# RI Hospital UNAP: Leading the way since 1994

## RI Hospital UNAP: A record of accomplishment

**Pre-union:** Favoritism in hiring rates and raises; No relationship between experience and rates of pay; Huge increases in health insurance premiums

**1994:** Across-the-board raises; Time and 1/2 after 8 hours; Seniority rights; Grievance procedure; Job security; and much more

**1995-97:** Wage scale established to reflect experience for new hires; Across-the-board raises; 15-year longevity rate established; Lower health insurance premiums; Time and 1/2 for all holidays; CEU conference reimbursement; pension improvements

**1997-2000:** Across-the-board raises; Increased 15-year longevity rate;

Year-longevity steps, ration

reimbursement increases, UNAP/

RIH Education Fund established;

Improved sick leave buy back

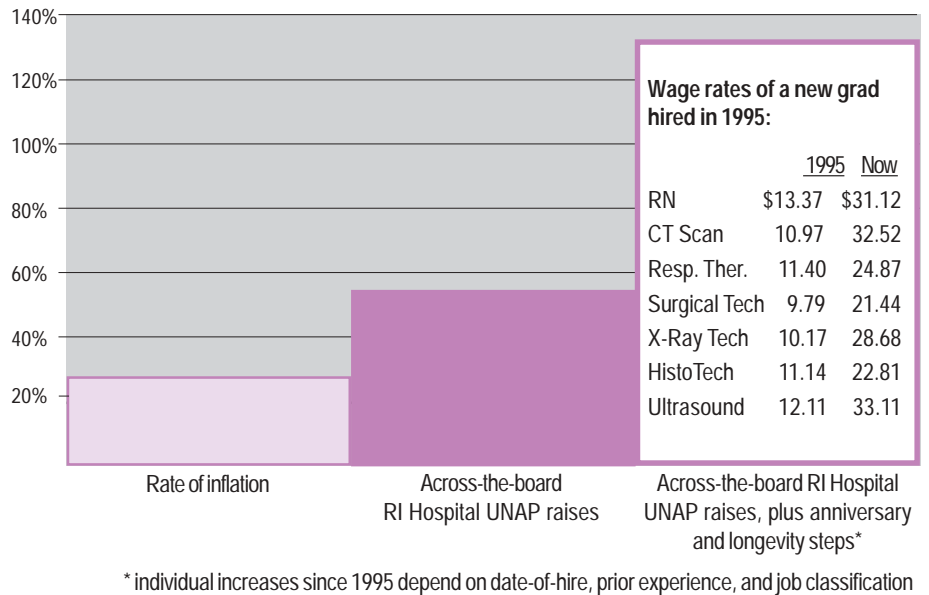
**2005-2008:** Significant across-the-

board raises; Additional steps added

to wage scales; Labor-Management

Liaison position created

## Wage increases far exceeding the rate of inflation (1995-2005)



## Holding the line on employee health insurance costs (1995-2005)



## Where do we go from here?

Despite our many accomplishments, much work remains to be done. Differentials and on-call pay lag behind other hospitals. Retirement benefits are still inadequate. Staffing shortages and mandatory overtime continue to undermine our ability to provide quality

patient care. The next ten years will bring new challenges – and new accomplishments – for our Union as we continue working together to improve conditions at RI Hospital for our members and our patients.

# Notice of nominations and election of Union officers



## General officers (3):

President • Secretary • Treasurer

## Vice-Presidents (14):

LPNs • Diagnostic Imaging • Respiratory • Other technical employees • Main Building (Step-downs) • Jane Brown  
Main Building (Med/Surg) • Adult ED • Pediatrics • Cooperative Care • Adult Out-patient • OR/PACU • Adult ICUs  
Other RNs (including floats & per diems)

## How to run for Union office

Nominations are now being accepted for any of the above positions on the RI Hospital UNAP Executive Board. To run for office, you must have been a member for one year prior to the election, and you must submit a nominating petition with signatures from ten Union members in your area no later than Wednesday, September 28 at 5:00 PM. *To obtain a nominating petition, call the Union office.*

## The election process

General officers are elected by the entire membership. Vice presidents are elected only by the constituency that they represent. The election will be held on Tuesday, November 1.

## Rights and responsibilities of RI Hospital UNAP officers

- Serve a three-year term.
- Help lead one of the most important and dynamic unions in Rhode Island.
- Attend monthly meetings of the RI Hospital UNAP Executive Board.
- Serve on the Union bargaining team during contract negotiations.
- Provide leadership and support to Unit Reps and UNAP members within their jurisdiction.
- Represent the Union and their co-workers on various labor-management committees.
- The Union President receives a leave of absence from RI Hospital and is paid a salary by the Union. All other officers are unpaid.

### Important Dates

Nominations due: September 28

Elections: November 1

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