



April 23: Joined by our fellow San Francisco SEIU 1021 healthcare workers, and community labor allies, we rallied at SF General Hospital to demand an investment from the City in safe staffing and programs for the city's most vulnerable residents



May 28: We stormed the SF Health Commission meeting and presented a petition signed by 1,300+ nurses voting 'no confidence' on DPH executive leadership. Chanting "safe staffing now," we shut down the meeting within 10 minutes.

2019 SF REGISTERED NURSES RATIFICATION VOTE TIME LINE

SF RN RATIFICATION

NOTICE OF VOTING PERIOD:

Monday, June 10 - Friday, June 14

The voting schedule will be available at **www.SFFIGHT.org** and posted at the union bulletin board at your work site.

For more information, contact your Bargaining Team member or Field Representative.



Only members can vote on the contract. Not a member? We will have membership forms at each voting location. You can also complete a form online at www.seiu1021.org/membershipform.

STANDUP FIGHTBACK

THE NEWS SOURCE FOR SEIU 1021'S SF REGISTERED NURSES

SF Registered Nurses Bargaining Team Has Reached a Tentative Agreement with the City

The bargaining team recommends a YES vote on this Tentative Agreement.

No Concessions Agreement Includes Improvements in Safe Staffing, Secures Wage Increases for Each Year of the 3-Year Contract

After three months of negotiations and actions held by nurses and SEIU 1021 members across the city, your elected Bargaining Team reached a tentative agreement with city negotiators in the early hours of May 30th.

The tentative agreement includes gains on both of our top priorities: addressing chronic understaffing and the overuse of per diem nurses, as well as wages. Over the life of the agreement, our wages will start to catch up to those of other Bay Area nurses. Below is a summary of the agreement that members will vote on in the coming weeks.

Summary of Tentative Agreement:

Improvements in Staffing and Patient Care
(Note that a few of the staffing enhancements will be in a Side Letter that is part of the contract. It will be printed in the back of your contract book and will be legally-enforceable through arbitration.)

SFGH Emergency Department:

- ED Pod A will be staffed at 1:3 for all beds. Issues about Pod A staffing will be subject to expedited arbitration.
- Emergency Department charge nurse will not take patient assignments.
- Two nurses assigned to ED triage at all times, and triage nurses will not be assigned direct patient care.
- DPH shall include triaged patients in the waiting room in the ED census to ensure accurate data about patient volume

· Defined "saturation."

- Dedicated hours for a nurse to serve as ED staffing evaluator, to compile staffing and acuity data for the ED.

SFGH Staffing:

- Create a med/surg Resource Nurse Float Pool to augment staffing across med/surg, perform the functions of the flex nurse, and stop the draining of med/surg staff to unit 58. Disputes about the use of the float pool will be subject to expedited arbitration. Any issues about use and assignment of the Float Pool will be subject to expedited arbitration.
- SFGH nurses assigned to administer specialized treatments such as chemo and dialysis outside their home units shall be relieved of patients in their home units.
- PACU nurses will not be canceled on nights or weekends when SFGH is on condition yellow. Subject to expedited arbitration.

More info inside >>>

- Create a PCA Float Pool who will be assigned first as patient coaches, so floor PCAs don't get pulled into coaching.
- Quarterly updates on the PCS data to the union.
- Updating staffing charts in the contract that reflect current staffing standards for maternal-child, PACU, inpatient psychiatry, psychiatric emergency services, ED, and more.

Community/Clinics/Laguna Honda:

- Creation of an Advanced Practice Council for Nurse Practitioners to advocate improving care-delivery and standards.
- Process to update acuity and staffing model for Health at Home nurses.
- Create a new Laguna Honda Hospital new grad nurse training program
- Create a float pool for Laguna Honda.
- Convert two full-time per diem positions in the Street Medicine program to new permanent jobs.

Per Diems & Hiring:

- Process to convert additional per diem jobs into full-time permanent nursing jobs.
- Preferred hiring of Per Diem nurses into specialty training programs.

- Shorter probationary period for per diem nurses hiring into a permanent job in their own unit.
- A per diem who becomes a permanent civil service nurse will not have to wait six months to start working as an internal per diem.
- Per diems who change to permanent positions will receive credit for time at their salary step for step advancement. So, for instance, if a per diem nurse had two years at a step and they changed to a permanent nursing job, they would still advance a step a year later instead of starting over in their step.
- Per diems who are on a civil service list for permanent positions will be interviewed before external candidates. (This is a policy change related to the application of civil service.)
- DPH will notify all current per diems of permanent RN vacancies and schedule meetings with them about vacancies.

Economics:

- Pay increase of 11% over three years, which puts DPH RNs in a more competitive position in the market by the end of the agreement.
- Reduce the time needed to advance to salary steps 8, 9 and 10, so more senior nurses get additional raises sooner.

- The City will reimburse all civil service nurses with the cost of mandatory license renewals.
- Expand the types of activities eligible for tuition reimbursement so more nurses are able to use the tuition reimbursement benefit. Increase the amount of funds available for tuition reimbursement to \$300,000.
- Additional 3% premium for Jail Health nurses and nurse practitioners.
- Increase bilingual pay to \$60/pay period and removing from the current contract that people need to document five hours per week to receive bilingual pay. Anyone who passes the bilingual certification test will receive the bilingual pay.
- Expanded jury duty pay.
- A new SFGH parking rate for pm shift nurses.

Rights:

- Process to clean up Article III of the contract and the conflicting and confusing practices around overtime and scheduling.
- Restoring pay for weekend premiums for all hours worked on the weekend. This settles a grievance where the City was only paying weekend premiums when the nurse worked both weekend shifts.

- Ending “dual status” for Nurse Practitioners, where NPs would work their civil service hours and then work extra shifts as temp exempt and not receive overtime.
- Holiday pay for all hours worked on the holiday shift, regardless of shift start time. For instance, nurses in the ED who work 3p-3a on Christmas Day, will receive Holiday Pay for hours worked from 7pm Christmas Eve to the end of their shift on Christmas Day.
- Improving internal reassignment. Current language only required the City to interview internal reassignments. New language would require the City to hire qualified internal reassignment candidates prior to hiring from an external list.
- Including nurse representative in citywide labor-management committee on diversity, equity, and inclusion—continuing to advance the union’s work on racial justice by incorporating into the RN contract.
- Expanding non-discrimination protections in the contract to include more categories such as perceived race, gender, ancestry, medical condition, HIV status, genetic information, marital status, gender identity, and gender expression.
- Removing references to gender from the contract.
- A variety of non-substantive language cleanups.

WHAT IT TOOK TO WIN



Feb. 21: We Flooded City Hall to Disrupt Inequality & Kick Off Bargaining



March 7: We Spoke Out Against Discrimination & Harassment at DHR



April 11: We Marched to Uber HQ to demand they pay their fair share in taxes & participated in civil disobedience in front of City Hall to spotlight growing inequality in our city



April 17: We Attended Strike School to Learn About Our Right to Strike if Necessary