



RUNAP

JULY NEWSLETTER

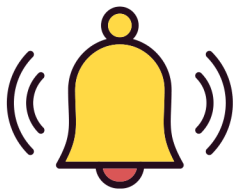
New RUNAP T-Shirts Are In!!



Pick up your shirt at the RUNAP office (367 Titus Ave) during this month's open office hours :

- Wed 7/10 5-8 pm
- Thurs 7/11 730 - 930 am
- Wed 7/24 5-8 pm
- Thurs 7/25 730 - 930 am

Tues, July 9: Staffing Committee Election



When: 6:30 am - 8 pm

Where: In-person at RGH (table will be between Wolfgang Puck and Gift Shop)

Under NYS law, staffing committees vote on changes to staffing grids, monitor the implementation of acuity tools, and review unsafe staffing form submissions. The RUNAP contract calls for an election of 12 representatives to participate in the RGH Staffing Committee. Committee reps will work to represent their home units, as well as colleagues across RGH. Only RUNAP members can vote for elected union positions. Voting is in-person only on Tues, July 9. You will be given a ballot for a secret election and can vote for up to 12 candidates. Votes will be tallied on Tuesday night and announced on Wednesday, July 10.

Wed, July 17: RUNAP Happy Hour

When: 6-8 pm

Where: Irondequoit Beer Company (765 Titus Ave)

Join fellow union members and colleagues from across RGH for a summer happy hour. Appetizers and first drink covered by RUNAP!



Advocating for Free Charge

RUNAP representatives meet monthly with RGH administrators and managers to discuss ongoing issues in the workplace. At the July 17 meeting, we will present on the importance of a free charge across every unit. If you have examples of how a free charge nurse would be helpful on your unit, including examples where patient care was compromised as a result, reach out to a unit rep or RUNAP President (president@runap.org).

Paid Breaks for Breast Milk Expression

Beginning June 19, 2024, Labor Law Section 206-c provides all employees with the right to paid break time to express breast milk in the workplace. If you have been denied the right to a paid break, you can file complaint by contacting **1-888-52-LABOR**, **LSAsk@labor.ny.gov**, or visit dol.ny.gov/breast-milk-expression-workplace. Scan the QR code for the Department of Labor for more information about your rights and how to file a complaint.



File a Grievance to Contest Attendance Discipline

Our union contract states that discipline can only be for just cause, which is a legal principle that discipline must be equitable and consistent. If you've been disciplined for issues related to attendance or tardiness you can use the linked form to generate a grievance. A grievance is the formal statement that the union contract has been violated and **must be initiated within 7 days** of the discipline, not including weekends. You must submit your own grievance by sending an email to rghlaborrelations@rochesterregional.org **and** hand delivering a paper copy to your supervisor. You can start write a grievance using the form linked to this QR code:



View the RUNAP contract or download PDF at www.runap.org/CBA

We have a **WhatsApp group for RUNAP members** who want to participate in ongoing conversations with coworkers. Ask a unit rep for the link to join or fill out the form:



Staff RNs across the hospital work as unit reps and meet regularly to address workplace issues and support members filing grievances. View an updated list of reps here:



Submit an **unsafe staffing form** anytime you are working without the appropriate staff or equipment (www.runap.org/unsafe-staffing):

