Nurses on the Professional Practice Committee heard about staffing concerns from RNs on several units during December. The PPC decided to make a plan to more aggressively to enforce the staffing provisions of our union contract, in 3 stages:

First, the PPC will educate RNs about how to use the Staffing Article in our contract;

Second, the PPC will begin rounding on units to investigate whether or not the hospital is complying with the approved staffing matrices for each unit;

Third, the PPC will gather information to address RNs staffing concerns, develop proposals and bring them to the Staffing Committee meeting with RN administrators on Feb. 10.

Every RN should know how to use the rights we have in the Staffing Article in our contract:

- **Step One** The hospital must provide to every RN their plan for provision of care and the staffing matrix for each unit. If you don’t have that ask your supervisor for it (cite Article 32 of the contract). If they don’t provide that or show you where it is posted, contact your nurse rep.;

- **Step Two** When your unit is out of compliance with their staffing matrix, our contract states that the hospital must make a reasonable effort to bring your unit back into compliance by calling in more nurses, including PRN, on call, agency, and overtime as well as other options. USE this language to insist on more staff to comply with the staffing standard on your unit.

- **Step Three** If your supervisors fails to bring more RNs to the unit, fill out an ADO (Assignment Despite Objection) to document the potentially unsafe conditions due to inadequate staff. If you need more info on filling out an ADO, please talk to your Nurse Rep or PPC member.

**Union Meeting on Contract Proposals**

How do we bargain pay increases? How do I improve conditions on my unit?

*Come hear about what nurses are proposing in our upcoming negotiations for a new improved contract!*

Tues., Jan 27 Classroom E
5:30p-6:45p or 7:15p-8:15p
RSVP for your box dinner to 400-8754

**Tanya Trujillo Joins Del Sol NNOC Negotiating Team**

Tanya Trujillo ICU RN has been elected to the NNOC Negotiating Team. Tanya has been an ICU RN for almost two years and is a graduate of UTEP Nursing school.

“I want to advocate for better pay for my fellow RNs and to make sure they have a voice” She will join Maria Navarro (L&D) and Joe Chaparro(3W) on the Negotiating Team.