

Vermont Federation of Nurses & Health Professionals

UP AFT VT

Technical Professionals & Nurses United NEGOTIATION UPDATE 12/1/09

Excellence In Patient Care Partnership & Respect

While this is *our* first contract, it is not the first contract FAHC has negotiated. We are meeting on the 9th, but will not have their economic proposals until the 15th. Why?

We do not want to have an adversarial process, but it seems FAHC won't move without pressure.

The technical professionals, the nurses, the community, other unions, elected leaders and our state and national union support us and will help us move FAHC forward for better patient care.

Nurses and technical professionals will be planning a calendar of actions to get a first contract. These will include reaching out to the community as it is clear that FAHC is uninterested in settling a fair contract by the end of the year.

We want a step scale and a respectful raise, basic protections the nurses already have, and the opportunity to work as equals on our units and on hospital committees to make Fletcher Allen better for patients and our community.

We are the frontline workers. We are the advocates for patients—for quality and safety.

Becoming One is just words on paper until FAHC administration, always able to talk-the-talk, can demonstrate that they are willing to make the commitment to walk-the-walk with us.

We want a fair contract now.

Mark Your Calendar:

12/8	Tuesday	Board of Trustees 2-2:30pm All Negotiations are 3-6pm
12/9	Wednesday	Davis
12/15	Tuesday	McClure Lobby Conf Room
12/22	Tuesday	McClure Lobby Conf Room
12/29	Tuesday	Davis

All members are encouraged to attend.

Quotes of the Week:

FAHC's hired attorney who we believe has never attended a FAHC staff meeting, claimed that staff meetings were open to two way communication as many managers open with: **"Is there anything you want to talk about."** He also claimed that managers were responsive to issues and if they weren't: **"Anyone with a problem could go to HR."**

For most of our team, that is not the experience. **We want a voice in decisions that affect our patients and our work.** Our proposal is to have unit based councils on paid time to address issues we bring forward as well as those brought by managers—and to address the issues as equals.

!!YOU HAVE RIGHTS!!

You can talk about our union while you are at work—anytime & anywhere you are allowed to talk about other topics.

If anyone tries to restrict your rights, it is a violation of the law.

Notify the union office immediately.

Nurse Solidarity

Each unit has a mix of professions representing their patient care team. Each subset of that team have unique set of values and care issues. As professional techs on any given unit, they have unique needs and concerns regarding the care they provide.

What better arena then a council representing the technical professionals to discuss their unique issues.

This model would ensure that good communication exists on a unit, this would surely increase the optimal patient experience. Fletcher Allen needs respect our Technical Professionals colleagues.

**Betsy Dunn, RN
Birthing Center**

