

To: RGH Medical and Dental Staff

Date: July 21, 2023

Subject: Union Update

Today, leadership from the Rochester Union of Nurses and Allied Professionals (RUNAP) informed us that they have conducted a strike authorization vote and that a sufficient number of nurses have voted to authorize a strike.

We are very disappointed that RUNAP has conducted a strike authorization vote, particularly given RGH's strong commitment and actions to address the challenges nurses are facing while providing them with competitive pay and benefits. We even initiated a request to have a Federal Mediator join our negotiations going forward and two Federal Mediators joined us at our bargaining session on July 13. A Federal Mediator also joined our bargaining session on July 19. It's unfortunate that the union has authorized a strike. **RGH does not want a strike and we believe nothing we have proposed or haven't proposed in our contract negotiations warrants a strike.**

Now that a strike authorization vote has passed, by law, the union can only strike after giving RGH 10 calendar days' notice. RUNAP has informed us the strike will be 7:00 a.m. August 3<sup>rd</sup> - 7:00 a.m. August 5<sup>th</sup>. We continue to hope a strike does not take place but, if it does, RGH is fully prepared and equipped to continue serving our patients and the community. The care, safety and comfort of our patients will continue to be our top priority.

Despite the strike authorization vote, RGH remains committed to bargaining in good faith. Currently, we have two bargaining sessions scheduled and we are committed to scheduling additional bargaining dates with the union.

We continue to believe that contract issues are best settled at the bargaining table and urge the union to return to negotiations so we can work together to reach a contract that's good for nurses, patients, the community and RGH.

Although we respect the rights of our RNs to authorize a strike and to strike, it's important to remember that it is very common for labor negotiations over any collective bargaining agreement, and especially a first contract, to take a significant amount of time. According to a 2022 analysis of data by Bloomberg Law, it can take an average of 465 days, or 15 months, for a union and an employer to reach and ratify a first labor contract. In our case, we have been bargaining with RUNAP for approximately nine months.

Our nurses are exceptional professionals who put patient care first and are essential to our ability to provide the highest quality care. We are grateful for their commitment to patients and to RGH, and we hope they will not be asked or compelled to walk out on the patients and families who depend on them to provide high-quality, compassionate care.

On Monday, we will be hosting an ad hoc MDS meeting to share with you our detailed Strike Plan. This will give you and give you the opportunity to ask questions, etc. A calendar invite will be forthcoming later today.

If you receive any inquiries about the negotiations or a potential strike from the media, please reach out to Cristina Domingues Umbrino at [cristina.dominguesumbrino@rochesterregional.org](mailto:cristina.dominguesumbrino@rochesterregional.org) as soon as possible.

Thanks,

Tammy