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October 12, 2023

TO: Rochester General Hospital Team Members and Volunteers

FROM: Tammy Snyder, President, Rochester General Hospital

Yesterday, 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 second strike.

We are extremely disappointed that RUNAP has decided to conduct a second strike authorization vote and are planning to strike again, particularly given the movement RGH has made at the bargaining table to address concerns the union has raised related to wages, staffing, benefits and other topics still open for negotiations. **RGH does not want another 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 their five-day strike will be from 7AM on October 23 – 7AM on October 28. 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 a bargaining session scheduled for next week 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.

It's also important to keep in mind 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 12 months.

Our nurses are exceptional professionals who put patient care first and are essential to our ability to provide the highest quality care to our community. They proved that during the first strike when, on the first day, 48% of RUNAP-represented nurses who were scheduled to work the 7AM – 7PM shift showed up to care for their patients and 50% did during the same shift on the second day. This also demonstrated that, despite the union's claims, support for the strike seemed to be very limited.

We are grateful to our nurses for their ongoing commitment to patients and to RGH, and we hope they will not be asked or compelled to again walk out on the patients and families who depend on them to provide high-quality, compassionate care.

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