

## 2015 VFNHP Bargaining Platform

### Safe Staffing for all Patients

Appropriate nurse-patient ratios in all work areas to provide quality and safe care for our patients

Adequate number of regularly scheduled and trained staff (as defined in unit MUPS agreements) including LNAs, US, support staff and lift team on all shifts

Charge nurses not in an assignment

Increase the number of per diem and resource staff available to all outpatient, clinic and inpatient areas

### Respectful Wages & Benefits

Wages that clearly recognize our role in providing quality care

Equity for outpatient nurses

Improvements in sick time and CTO

Maternity, Paternity and family leave with pay

Improved shift differentials

Charge and Preceptor differentials

Raises for nurses at the top of the pay scale

A salary schedule which allows quicker achievement of the top career rate

### Improvements to Workplace Safety

An agreement with management that employees have the right to be free from violence or harassment from patients and visitors that will be enforced

MOAB training for any staff that request it

The ability to report any form of bullying or harassment without fear of retaliation

Increased availability & training of lifting technology

### Education & Professional Development

Improved Continuing Education opportunities

Improved Tuition reimbursement

Paid time off for staff development and or licensure

