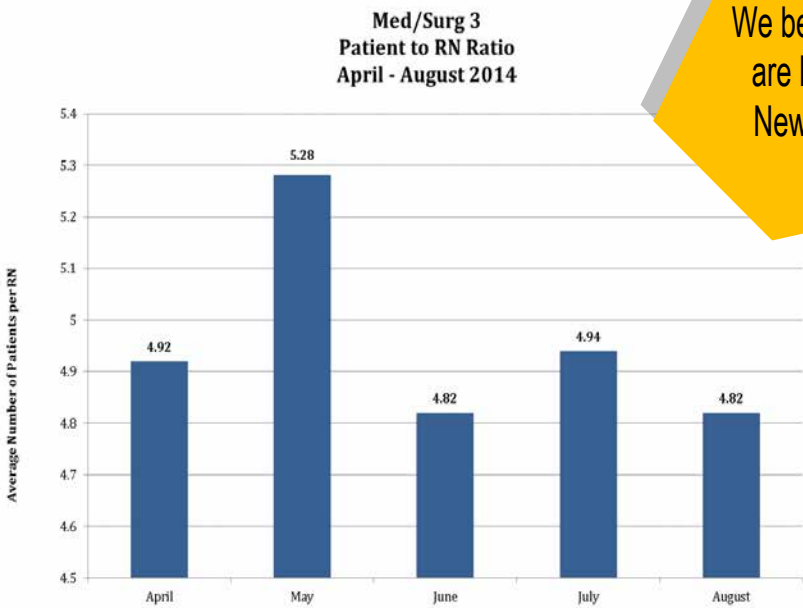


Numbers don't lie...

A SPECIAL EDITION OF
FACTS OF THE MATTER

Vol. 1, Issue 5
September 18, 2014



Formula: Total number of patients on Med/Surg 3 (includes Inpatient/Observation/Extended Monitoring) for the month divided by total number of RNs who worked per shift per day per month.

Total RNs who worked excludes Nursing Assistants and RNs in Charge without a patient assignment.

We believe these ratios
are better than most
New York hospitals!



If you are looking for information about the current contract negotiations between Nathan Littauer Hospital and the New York State Nurses Association, this publication is aimed at keeping you up-to-date with the latest, most accurate information possible.



Our next negotiating session will be Monday, September 22, 2014. We have had 17 sessions and no progress has been made. We are hopeful we can reach an agreement soon.

As you may know, NYSNA's attempt to represent the nurses at St. Mary's Healthcare Amsterdam was not successful. Last week we were informed that this union had withdrawn its application to represent St. Mary's nurses. We believe this is a measured response to this union's tactics and demands. As we have said from the beginning, we believe this union's unusual tactics at Littauer are related to a larger recruitment effort that extends well beyond our nurses and our community.

In today's healthcare marketplace, many hospitals are closing their doors (North Adams Regional Hospital in MA) merging with larger hospitals (St. Mary's in Troy, St. Elizabeth's in Utica) or being converted to just outpatient centers (St. Clare's in Schenectady and Amsterdam Memorial Hospital). In the end, communities are left without access to healthcare. Quick access to an acute care hospital can mean life or death in an emergency.

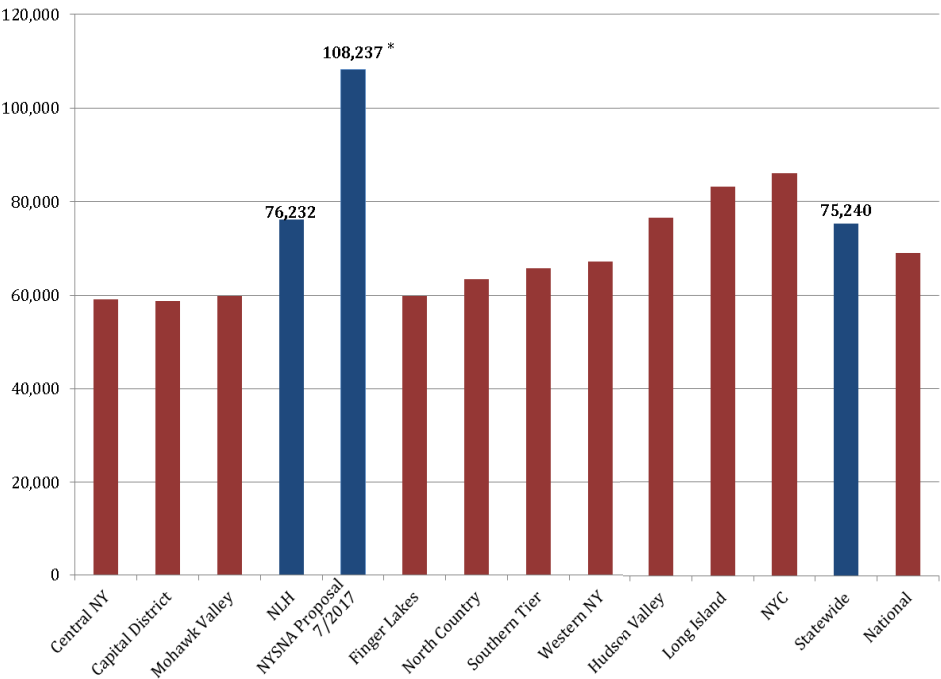
We are committed to survive these uncertain economic times, and we are planning on serving the residents of Fulton County for the next 120 years. As we have said, we are managing a health care system that will not only be there for us, but for our grandchildren. We need our employees to share our vision for the future. In the end, we are a team of one thousand employees with no one more "special" than anyone else.

Therefore, many of you may be wondering, "What is at stake?" This special edition of the Facts of the Matter outlines some of the issues we are discussing with the union.



New York Median RN Wages by Region and for NLH
(Does not include differentials for working evenings, nights weekends, having a bachelor's degree, being a charge nurse, orienting new nurses and does not include overtime pay or holiday pay.)

NLH median wage already exceeds statewide median wage.



Note: Chart submitted by NYSNA to NLH at negotiations on August 14, 2014. NLH added our median wages for a full time RN and proposed 7/2017 salary after NYSNA demands.

* NYSNA is proposing a 38.6% increase over the life of the contract. The \$108,237 represents the salary after NYSNA proposed rate increases are implemented.

FACTS OF THE MATTER

FROM FLIER DISTRIBUTED BY THE UNION

INFORMATION PROVIDED BY THE HOSPITAL

PROPOSAL	Union “claims” NATHAN LITTAUER HOSPITAL proposed	NEW YORK STATE NURSES ASSOCIATION	THE FACTS
Wages	1% for each contract year.	Raise wages to the state average.	FALSE. The union’s total increase would be 38.6%. The union claims these increases will bring NLH wages to the state median. We already exceed the state median. The Hospital has proposed 1% increases effective Jan. 2015 and Jan. 2016. The union has proposed a 2% increase retroactive to July 2014, a 2% increase effective July 2015, a 2% increase effective Jan. 1, 2016, a 2% increase effective July 2016, a 2% increase effective Jan. 2017, and a 28.6% increase effective July 2017.
Pension	Pension Freeze/i.e., no future pension.	Move all RNs to the NYSNA pension plan.	FALSE. Currently NLH has 145 RNs who are NYSNA members. 97 have the 403(b) pension plan to which NLH contributes 4% of gross wages. All RNs hired since 2007 are enrolled exclusively in this plan. 48 RNs still have the NLH Defined Benefit Pension Plan. The union proposes moving all 145 RNs into a NYSNA Defined Benefit Pension Plan. The Hospital proposes moving the 48 RNs into the same 403(b) Plan that the other 97 RNs have now. Retirees would keep the NLH Defined Benefit Plan. The 48 RNs will not lose their earned defined pension benefits. This 403(b) plan is the SAME plan 500 NLH employees currently use.
Float Pool Employees	Ability to call-off.	Current language, i.e., nurses works their schedules.	FALSE. The Hospital would only invoke this provision in the union contract if staffing ratio legislation is enacted in New York State.
Seniority for Vacation	Seniority on a rotating basis.	No change to the current language, i.e., the objective way vacations have always been determined.	TRUE. The Hospital wants all nurses to have the opportunity to take-off some “prime” vacation weeks by using a rotation system. For example, the most senior nurse may not always get July 4 th week off.
Work Obligation	Deletion of language that gives part-time employees the opportunity to additional work prior to per diems or casuals.	No change to the current language.	FALSE. The Hospital wants to change this so that casual nurses can work enough to maintain their clinical competence.
Twelve-Hour Shifts	36-hour employees would be considered a 0.9.	No change to the current language, i.e., 36-hour employees considered full-time.	TRUE. The Hospital proposes no changes to the full-time status of 12-hour shift RNs.
Paychecks	Change to bi-weekly paychecks.	No change to the current language.	TRUE. The Hospital proposes changing to paychecks every two weeks beginning July 2016.
Paid Time-Off	Change to PTO which restricts and limits the usage of benefit time.	Modified PTO proposal maintaining benefits that are in the current contract language.	FALSE. 850 Hospital employees have been using PTO for 2 years – only RNs are not. PTO enhances the use of time-off for vacation, holidays and personal time. PTO greatly enhances the time-off benefit for part-time employees. It does restrict the use of “Extended Sick Time.” The union proposal greatly increases time-off benefits to an increased cost of \$225,000 per year.
Low Census Days	Mandatory low census.	No change to the current language, which provides some income security for nurses.	FALSE. Same as above with Float Pool; this provision would only be invoked if staffing ratio legislation is enacted in New York State.
Staffing	No change to the current language.	Increased staffing that ensures quality patient care to comply with recommendations of all credible staffing experts recommendations.	FALSE. The unions staffing proposal would add \$4,000,000 annually to the expenses of the hospital. NLH already has very safe staffing levels. From April 2014 to August 2014, the Med/Surg unit on the 3 rd floor averaged each month between 4.82 and 5.28 patients per RN. This does not include the charge RN or the Nurse Assistants. See our chart on page four. Previous months are also consistent with those ratios.
Medical Insurance	Increased cost to the current plans.	Move all RNs to the NYSNA plan, with full coverage of family members.	TRUE. Currently the Hospital pays 100% of the individual cost of a health insurance plan. The Hospital proposal is to pay 90% of the individual cost of the lowest cost plan provided to employees. The Hospital proposes no change to part-time RN coverage. The Hospital now pays 60% of an individual plan for part-time RNs. The union’s proposal is to require the Hospital to provide 100% coverage for family insurance provided by a NYSNA insurance plan. This would cost the hospital at least \$690,000 more than NLH pays now for health insurance for RNs.
Union Access	Delete language allowing the union rep to access patient care areas to Nathan Littauer and investigate grievances and to discharge the Association’s duties.	No change to the current language.	TRUE. The Hospital always offers the union reps meeting space. To ensure our nurses can focus on patient care without disruption, the Hospital only wants to prevent the union reps from wandering the hospital any time they want.
OTHER			OTHER
1. The union has stated that they need all of the above to recruit RNs to NLH.			NLH has no problem recruiting great nurses. In fact in the year of 9/1/13 to 8/31/14, NLH had 17 full-time RN vacancies, and we had 114 applicants for those positions.
2. The union has stated that they need all of the above to retain RNs at NLH.			NLH has no problem retaining great nurses. In fact, the average service of a full-time RN at NLH with more than one year of service is 21 years.
3. The union’s proposals will cost NLH \$8,400,000 every year after they are all fully implemented.			If we accept the union’s demands Littauer would go from operating in the black to the red .
4. The average income of a full-time RN at NLH in 2013 who has worked for 10 years or more was \$92,000.			Isn’t NLH already being fair to our RNs?