



# **NNU Resolution on National Contract Standards**

*Whereas*, registered nurses have an ethical obligation to act as patient advocates in the exclusive interest of our patients; and by employers seeking reductions in RN contract standards; and

*Whereas*, direct care RNs across the country in both represented and unrepresented facilities face new challenges to patient care and RN workplace and professional standards; and

*Whereas*, the hospital and healthcare industry continues to demand concessions in RN professional practice and patient care standards in pursuit of a greater economic bottom line and increased control over its nurses, other staff, and patient care practices; and

*Whereas*, healthcare employers have sought to exploit the economic crisis as a pretext for concessionary contracts; and

*Whereas*, national RN standards are essential to promote the retention of experienced RNs and to assist the recruitment of new RNs; and

*Whereas*, RNs across the nation are inspired by the emergence and growth of National Nurses United, and embracing achievements of NNU affiliates as a national model for all RNs and patients;

*Therefore*, Be It Resolved that the First Annual National Nurses United Staff Nurse Assembly will promote national collective bargaining standards for all NNU contract agreements, and that will be our program for all unrepresented RNs as we seek to organize them into NNU, and

*Be It Further Resolved* that these standards should emphasize improvements for patients and RNs and our profession, including:

- Enhanced RN staffing, based on individual patient acuity with minimum, specific RN-to-patient ratios and contract language to enforce staffing ratios;
- Restrictions on unsafe floating;
- A ban on mandatory shift rotation and mandatory overtime;
- Mechanisms to contain exposure of patients and nurses to pandemics and other communicable diseases;
- Improved retirement security through adequately funded and guaranteed defined benefit pension plans and employer-paid post-retirement medical benefits;
- Limits on the introduction of new technology that displaces RNs or RN professional judgment;
- Workplace safety protections to provide for RN health and safety;
- Provisions that enhance and promote unity and collective strength for union RNs

*And, Be It Further Resolved*, that NNU affiliates will not sign concessionary agreements that are injurious to our patients, our members, and our profession that undermine all represented RN contract standards, including:

- Takeaways in compensation, health benefits, retirement plans, or work hours or schedules;
- Two-tier plans that establish reduced pensions, lower pay or other reduced standards for new hires;
- Merit pay agreements or other proposals that erode seniority or years of service as an RN;
- Layoffs of RNs or displacement of RNs with other staff

*And Be It Further Resolved* that the NNU Staff Nurse Assembly calls upon NNU affiliates and all RNs to exercise our collective power to achieve and defend these national RN collective bargaining standards.