

For SEIU Local 121RN Members at St. John's Regional Medical Center

August 12, 2011

## Why are We Talking About Layoffs?

### UNION RN STEWARDS WORKING ON OUR BEHALF



Members of our RN Bargaining Team — made up of Union Stewards here at St. John's — have been working diligently with management over the past month to prevent any layoffs in our hospital. We recognize that these tough economic times demand that hospitals find ways to reduce expenses. There are lots of ways that our hospital can reduce its expenses without laying off RNs.

**Why is the hospital contemplating layoffs or displacing RNs when, at the time we started these discussions:**

- There were **24 open RN** positions posted.
- There were **7 travelers** working in the hospital.
- Per Diems were working hours equivalent to nearly **11-12 full-time** employees.
- The hospital has been paying staff RNs for extra shifts in an amount equivalent to **6 to 7 full-time** employees.
- The hospital has been paying us overtime in an amount equivalent to **7 to 8 full-time** employees.
- Staffing is already so short that the hospital is spending almost **\$15,000** per pay period for missed breaks.
- In half of the departments that the hospital has identified for layoffs, **census is up** compared to last year.
- Highly paid senior managers have been hired at our hospital.

### How RN members can support our bargaining team:

- ✓ Wear your SEIU 121RN buttons every day and encourage your co-workers to wear buttons
- ✓ Wear purple every day you work
- ✓ Get involved and stay informed

For more information or to get involved, contact Union Representative Chris Slane, RN, at:  
**(805) 279-1198 or slanec@seiu121rn.org**