



R-E-S-P-E-C-T THIS IS WHAT IT MEANS TO US!

Over 550 RNs came to the last open bargaining sessions at the Armory to talk about what RESPECT means to us. Nurses from NYP, Mt. Sinai, Montefiore, and Mt. Sinai St. Luke's West continue to attest that RESPECT means honoring our proposals on these topics:

1. Retiree Healthcare Benefits & Early Retirement

"A vast majority of nurses have worked many years, with a great personal toll on their bodies... Please recognize our sacrifices and afford us the retiree healthcare benefits we deserve."

**Marilyn Catania Bello, RN,
NYP Clinical Nurse Educator**

2. The Best Paid Family Leave Benefits

"My feelings of joy and elation of being pregnant were quickly replaced with worries, doubts, fears, and anxiety. Imagine it's been a struggle and continues to be a struggle for a married pregnant nurse who is trying her best to make the right decisions that's safe for her and her unborn child..."

**Hannah Climaco, RN,
NYP MICU**

3. Extended LOA Benefits from 3 months to 6 months

"For someone who gave everything that she had to this facility, to this work family of hers, it was devastating. We should be able to take time when we're sick, we should be able to have the funds to make sure we don't have to come back early so we can take care of those in our families."

**Lela Brooks, RN, NYP 7HS on
her preceptor who passed away**

4. Increased Tuition Reimbursement

"Any time an employer directs a nurse to go back to school, that's putting the nurse in debt. It takes away the quality of their life... The employer has the ability to write off these expenditures."

**Noemi De Jesus-Aponte, RN,
NYP Clinical Nurse Expert**

5. Missed-Breaks & Staffing Ratios to Better Serve the Community

"We spoke about "Respect"... It is not respectful to patients or nurses when we are not placed in a position to give the best care we are capable of due to insufficient staffing."

Katie Paccione, RN, NYP NeuroICU

6. Release Time Representative

"When stewards and leaders engage in contract enforcement we ask for release time because this is a mutual benefit."

**Anthony Ciampa, RN,
President of NYP LBU**

PLEASE SHOW US SUPPORT BY JOINING US AT NEGOTIATIONS

Mt. Sinai West/St. Luke's | December 18th and 19th (9a-5p)

Faculty House at Columbia University, 64 Morningside Drive

New York State
NURSES
ASSOCIATION