

NURSES BEWARE!

Instead of Providing Safe Staffing TMC Wants to Force All Nurses to Float at Any Time *Placing Your License and Your Patients in Jeopardy!*

We need to stand together to oppose the appalling violation, not only of your union contract, but also of the standards of nursing practice

You Need to Know

- After gutting our staffing levels last year, the hospital now is seeking to institute a policy that would allow them to float any nurse at any time.
- We believe this would be a direct violation of our contract, which establishes a float pool for the purpose of complimenting core staff in times of need on a particular unit.
- The hospital is obligated to negotiate such a change, and if Tufts intends to do this, they should bring it up during our negotiations, which will begin shortly.
- The real problem is the lack of safe staffing and the hospital's belief that all nurses are interchangeable and all patients are the same. They are dangerously mistaken.

What We Need to Do

- If asked to float, refuse to do so if you do not feel safe taking the assignment.
- If the hospital forces you to float, file a grievance and an unsafe staffing report immediately.
- The MNA is pursuing all legal options to address this issue, but keep in mind, the legal process takes time and we can't immediately stop the hospital from violating your rights and making foolish and dangerous decisions.
- We do intend to make this issue, as well as staffing, a focus of our new contract negotiations this fall. In the negotiation process, you do have rights and you do have power. We believe staffing and forced floating are strike-worthy issues that go to the core of what it means to practice safe nursing care.

**It's Time to Stand Up for Our Profession and Our Patients
Tell Management: No Forced Floating – Safe Staffing Now!**