



COMMUNICATIONS WORKERS OF AMERICA  
LOCAL 1168, AFL-CIO



DATE: March 31, 2010

TO: All RN Members of CWA Local 1168 at  
Millard Fillmore Gates

FROM: Robert Andruszko, Area Vice President  
CWA Local 1168

Kathy Boyd, Area Vice President  
CWA Local 1168

RE: **DOWNSIZING**

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Are you tired of management/supervision constantly pressuring personnel to Downsize According to the grid? Are they routinely upsizing to meet the same goal? Is it Safe? Really, is it safe? Does this result in loss of pay and PTO hours? Don't you want to schedule your hard earned PTO at your leisure to spend time on yourself or your family?

**FACT :**

As Registered Nurses in the MFRN bargaining unit you are never required to be downsized on your normally scheduled work days. (This pertains to Full Time and Part time employee's, not inclusive of overtime or extra hours.)

You can say "NO" to being downsized. . It is management's responsibility to find you work (You may be required to "Float")

Familiarize yourself with Article "MFH/ RN # 14." Downsizing "and "MFH/RN #12 "Floating "

Downsizing is not a perk or a benefit. In some cases it may impact your pension accruals and credited years of service.

Please call the Union Office if you are pressured to downsize, we will be happy to answer any questions regarding your rights!

Management must respect our rights in accordance with the contract and our NYS Licensure so we can provide patients with the best possible care.

**“The patient is our purpose, The Union our voice.”**