



Cayuga United-CWA Mission Statement

We, the Registered Nurses of Cayuga Medical Center, are committed to providing the highest quality of care possible to each and every patient who enters our doors. It is essential that we, the frontline workers, have a voice that is heard by the administration of Cayuga Medical Center. By joining CWA, we seek to unify our voice and empower our nurses so we may consistently provide positive patient outcomes, improve job satisfaction, and ensure the retention of quality nurses.

By unionizing, we can bolster our efforts to retain passionate nurses and continue to attract aspiring healthcare workers who can afford to live and work in our community while strengthening a trusting relationship with the public we serve. In order to achieve this vision, we are seeking:

- Safe staffing and an end to chronic understaffing that puts our licenses, patients, and work/life balance at risk
- Fair and transparent pay and raises with respect to years of experience and cost of living
- Comprehensive benefits
- Equitable holiday & PTO scheduling
- Compensation for flexed staffing
- An end to the hemorrhage of competent, quality nurses from our hospital
- True adherence to employment contracts
- Respect for and adherence to our scope of practice
- Protected and standardized orientation scheduling
- Guaranteed lunch breaks that don't require unsafe, temporary staff shortages
- Pay that matches national standards and honors longevity
- A seat at the table and a voice in hospital policy

Our families, friends, neighbors, and other members of our community deserve to be cared for by the people who know them best—our nurses right here at home. We are proud of what we do; let's make our community proud too by making this a reality.

Signed,