

DANBURY NURSES' UNION
UNIT 47
AFTCT Local 5047



Fourth Set of Proposals
March 6, 2017

The Union Reserves the right to add to, modify, or rescind any of its proposals.

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Proposal 25 [modifying and replacing Proposal 3]

Rationale:

The current pension and retirement plans, and the long-term disability and life insurance are adequate at this time, except for the administration of matching funds. By withholding the employer match until the following year, employees lose much of the benefit of dollar cost averaging and lose potential gains from their investments, while the Hospital is able to profit from its employees earnings. The limitations of the current short term disability plan have proven a burden to impacted employees.

Proposal:

Amend Article X, Section 3 as follows:

Section 3. Should Western Connecticut Health Network contemplate any change in the Pension Plan, prior to implementation it shall first discuss the changes with the President of Unit 47 or his/her designee. **The Hospital will continue to provide the Long-Term Disability, Life Insurance, and Pension/Retirement Plans as in existence on January 1, 2016, except as otherwise specified in this Agreement. The Hospital will provide a Short-Term Disability plan at 100% income replacement. All employer contributions to defined contribution accounts will be made on a quarterly basis.**

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Proposal 26

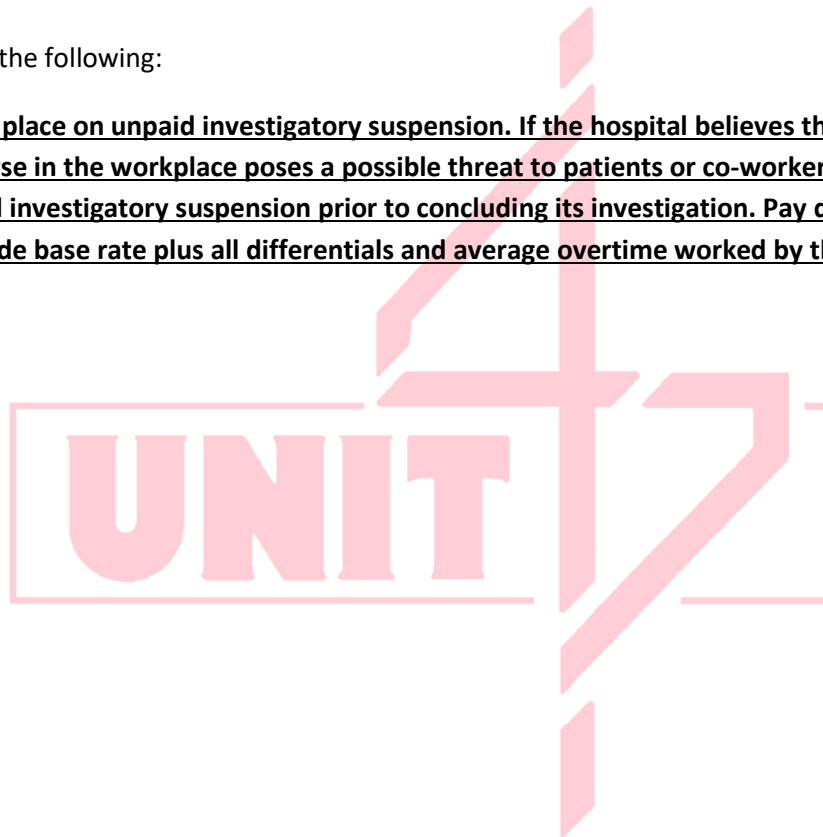
Rationale:

The use of unpaid "investigatory suspensions" is an insult to the concept of Just Cause. Punishing employees by depriving them of their livelihood prior to any determination of wrongdoing is unacceptable.

Proposal:

Add to Article XV the following:

No nurse may be place on unpaid investigatory suspension. If the hospital believes that the continued presence of a nurse in the workplace poses a possible threat to patients or co-workers, it may place the nurse on paid investigatory suspension prior to concluding its investigation. Pay during such period shall include base rate plus all differentials and average overtime worked by the nurse.



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Proposal 27

Rationale:

When possible, it is best to avoid using unscheduled PTO. An incentive plan may help reduce the use of such time.

Proposal:

Add to Article XI, Section 3b the following:

Any RN who goes four months without using unscheduled PTO will receive the option of a bonus of \$500 or one additional PTO day.

