

Summary March 27,2017

- Insurance Consultant Darlene presented information to Hospital Committee. Presented issues perceived about current plan.
- Hospital discussed overview of current economic situation for last year and this year
 - The fiscal year is October 1 to September 30. The previous year ended 9/30/16, the hospital made a profit margin under 1%. According to the Hospital most not for profit hospitals would like to make margin 3-5%. This year so far that Operations has an \$8 million loss to date. The hospital states out current wage proposal would cost them \$8.1 million over 3 years and our other economic proposals would cost them \$2.2 million. According to the hospital they believe that these figures come from the network and not Danbury individually and they would have to clarify. We have also requested the data behind these numbers.

For further information about each proposal as previously presented see the union website at <http://unit47.ct.aft.org/> or check out the Facebook group

- Proposals accepted – Hospital agreed to drop H4 while Union agreed to drop U8, U10 just the MLK day portion and U17 in return
- Union agreed to U18 counterproposal - delete existing language, added “issues associated with changes to clinical ladders may be brought to labor management”
- U12 – proposal modified, added past practice language and kept current language as to postings themselves – Hospital accepted
- H8 – multiple counters on both sides – finally agreed to changes:
 - Section c) 120 days for the hospital to fill with outside candidate before position goes to will train, and language added “ unless honoring such request would result in unreasonable number of less experienced nurses on a unit. Criteria for each unit will be determined by unit based committee.”
 - Section I) 9 months
 - Hospital dropped discipline portion of their proposal
 - Hospital dropped flu shot proposal
 - Union dropped Sympathy strike proposal.