

Negotiations 2-17-21

Walk through of Union Remaining Proposals

- Proposal 14 – revision of previous added 850 flex credits for continuation, basic to distinguish from longevity credits
- Proposal 15 - PTO proposals, includes 5 extra days using current length of service adding 5 days to each one. Have interest in people taking appropriate time, necessary for health. Ability to take unpaid PTO if used up due to foreseen reasons, not extra pay just getting the time off for pre planned. PTO for how much at a time 20% benchmark appropriate but eager to hear discussion. FTE per unit and shift. Per shift per unit, each cohort able to have appropriate amount of time off.
- Proposal 16 – Increases across all steps and years. Explained setting a consistent level of clinical ladders, add some longevity steps after 10 years accrue more frequently and add more steps on top. General wage increases after that.
- Proposal 17 – staffing committee, same language as last time. Looking for enhanced committee work, to produce staffing guidelines, core numbers. why we add informational picket language (dispute resolution), new concept here, think interesting concept, when need such nurses feel not listen too or significant differences does provide that outlet. Neither side would want to be in situation hopefully encourage sides working together
- Proposal 18 – LOU – moving along Kentucky river language
- Proposal 19 – extending severance notice period in case layoff 2 to 4 weeks and adding additional pay for each year service and extend insurance benefits
- Proposal 20 – to maintain ICU night shift bonus counter proposal
- Proposal 21 – proposed last year, modified. Freeze everything including 401K contribution payments. Original language pension plan, at time was defined plan. Makes sense to distinguish at this point. Adding STD to 100% replacement. Adding to current plan contribution made at each pay period.
- Proposal 22 – Unit job bidding seniority, this is understanding you have proposal wipes out this clause. Our proposal if clarification or new, mixed reports how operating. There is preference for posting inside a unit. That's very clear, in unit's identical language for first people in unit and then outside unit if don't find anyone inside. Inside unit should be based on unit seniority, outside bargaining unit seniority. Question if done that way or not. Preference within certain nursing unit, preference should be based how long they have been in unit.
- Proposal 23 – in past year, 2 things in be dealing with defining shifts and is supposed to be, at conclusion of each negotiation a list of the shifts and got to be long list of variations created. . Can't be completely individual choice but if sit down together should be able to work out staffing.

Hospital 2 Final Proposals and Revision of a Proposal

- Proposal 25 – language aft and NM agreed to revision to defined contribution plan. One if reached agreement matching would be put in each pay period, something aspect new defined contribution plan. With exception of grandfathered group, no core contribution but 100% match up to 6%, greater incentive to save more money if able to generate maximum match. 3rd aspect

grandfathered 401k participants they would continue to be eligible for core contribution, plan proposing identical to NM

- Proposal 26 – interested in discussing moving to uniform set of uniforms for nurses. Idea is all nurse wearing same uniforms easily identifiable, promotes professional appearance. If agreement would issue everyone 2 uniforms, recognizing some have own uniforms, Would phase in over 1 year, to replace with meets criteria. We have some of these uniforms already, at future session can share what looks like.
 - Janice – was the ones the gifts that were given for the covid surge
 - Dawn – it wasn't specific to COVID-19, it was a gift specific to 3 different disciplines in organization on who was doing what and also was an idea as one of the first things as we proceed towards magnet. The RNs are navy
- Revision from Hospital on Grievance Procedure
 - Spent fair amount of time working, grievance procedure. Robust discussion if your grievance procedure you proposed good idea or not. Decided worthwhile effort and something we would like to work with you on as well as our proposal on the grievance procedure and put it all together which streamlines process a little more and gets through process in more efficient way. Done away with step 1 discussion as formal but still encourage informal discussion. 3 step procedure like you proposed step 12 former step 2, step 2 director labor relations and step 3 is arbitration. Largely same to what you proposed. You propose going away with existing section 2 we did that, added language in section 3, largely proforma, added to new renumbered section 3 virtual meetings and changes in section 8 is our grievance proposal. Took yours, modified with our and how to have mutually beneficial grievance procedure

Clarification questions in regards to hospitals counter grievance proposal

Questions and comments from union in regards to uniform proposal

Discussion of 6 week scheduling proposal – management reports would decrease managerial load to have more time to spend on floor

Discussion of movement from May sweeps to November proposal and hospital reasoning why – management reports would give more time to plan for LOAs etc.

Discussion Hospital proposal 23 and removal of mid year reviews – management would further discuss

Discussion about residency program proposal - Union put forth what would like to see, management stated will respond