

Member Summary March 3, 2021

Hospital lawyer substituted as Jason for first portion of Negotiation Session

- Began session by confirming approval of Grievance Tentative Agreement (TA) as previously discussed by both parties
- Hospital began discussions first – proposed to accept Union 18 which states charge nurse duties does not make individual a manager if union agreed to Hospital 16 which states the minimum wage values in the contract for call shifts
 - Hospital also proposed to withdraw Hospital 13 which was in regard to medical treatment in the ED, adding the word emergency and that a visit would be billed to the RNs insurance, if the Union withdrew 12 which was the medical debt language, which asked the Hospital to not sue bargaining unit members for medical bills unless first attempted to mediate dispute as well as premise for charity care for the community.
 - Also discussion by Hospital to see if work could be done to combine Hospital 23 about annual reviews as well as Union 4 also about reviews
- Union responses on other topics – discussion about extra night shift bonus language, each side had proposal – proposal to keep at 6.5 hours for length of shift needed for bonus to accept language of current practice that can not be shift swap. Leaving union proposal to extend bonus to all shifts on table
 - Discussion Hospital Proposal 18 – Job posting language – clarification on if people on leave eligible to apply for positions, also asked about language that RN can go to per diem as part of proposal – asked why included that language as Union does not represent per diem RNs.
- After caucus Tentative Agreement(TA) completed for Hospital 5 – agreed to keep 6.5 hour language for night shift bonus with added language does not apply for swap etc. Union proposal 3 portion concerning extension to all shifts for bonus still on the table.
- Agreement with Hospital for TA for Hospital Union 18/Hospital 16 – agreed to “Kentucky River Language” that charge nurse is not a manager and minimum wage for call listed in contract
- Continued discussion of annual reviews – Hospital proposed escalation to manager’s supervisor if review not completed on time.
- Continued discussion on Unit vs. Bargaining Unit seniority for job postings
- Continued Discussion on Hospital 23 – to move reviews to once a year annually for all employees. Also confirmed when someone is a new hire they start at Clinical Level 1. Also discussion of using Goal tool from myInforHR along with clinical ladders as a part of annual review.
 - Union reminded Hospital clinical ladders part of contract and are modified by Shared Governance per contract. Large discussion between Union and Hospital about goal setting, use etc.
- TA agreed for Union Proposal 11 – as previously countered/revised – awaiting copies of TAs for review and sign off