

**DANBURY HOSPITAL ADDITIONAL PROPOSALS
TO UNIT 47, LOCAL 5047 AFT NURSES & HEALTH PROFESSIONALS**

March 1, 2017

- * The assertion of a proposal does not indicate, and is not evidence, that the Hospital does not already have the right that is sought.

 - * The withdrawal of a proposal does not indicate, and is not evidence, that the Hospital does not already have the right that is sought or that the Hospital has relinquished any right.
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10. Article II (“Definitions”). Revise Section 2 as follows:

“Except as otherwise expressly provided in this Agreement, The term “Full-time Registered Nurse” is hereby defined to include only those Registered Nurses regularly scheduled to work ~~thirty-two (32)~~ thirty-six (36) or more hours per week, inclusive.”

11. Article XXVI (“Wages”). Add the following new Section 5:

“The Hospital may require that bargaining unit nurses be paid through direct deposit.”

***Revised Hospital Proposal No. 1
March 1, 2017***

Article II, Section 2 (Definitions)

Add the following new Section 8:

“A flex nurse is a nurse regularly employed to work in either the 36 hours per week flex or 24 hours per week flex categories whose hours may be flexed down in accordance with Article ____ (“Flex Nurse”).”

NEW Article

“Flex nurses are nurses who are employed to work in either the 36 hours per week flex or 24 hours per week flex categories. Flex nurses generally will work 36 or 24 hours per week. However, based upon the Hospital’s patient care requirements, as determined by the Hospital, a flex nurse may be required to flex her/his hours down.

Nurses in flex positions will be paid based on their actual hours worked, but for employee benefits and Paid Time Off on their control hours (36 hours in the case of 36-hour flex nurses and 24 hours in the case of 24-hour flex nurses) regardless of whether or not they are flexed down.

The Hospital reserves the right to terminate any flex nurse position, in which event the affected nurse will revert to his/her base schedule (36 hours or 24 hours per week) for all purposes, and the reduction in force and recall provisions of this Agreement shall not apply.

A nurse in a flex position may have his/her schedule adjusted down by not more than 12 hours per week, and the Hospital will endeavor to give the nurse at least one (1) hours’ advance notice when flexing down for a shift or part of a shift. The stated hours of the position shall be included in the job posting.

The Hospital may post flex nurse positions in the following cost centers: Float Pool, ICU, Labor & Delivery, NICU, and Post-Partum. Flex nurse positions shall not exceed 10% of the total control hours (including cancellable and non-cancellable hours) in each unit, unless otherwise mutually agreed.”