

Tentative Agreement
March 14, 2017

U20 – Labor Management Committee

Revise Article XXXIX as follows:

The Senior Vice President of Human Resources and the SVP/CNO (or the appropriate Manager/Supervisor), or their designees, and **three (3) members of the Executive Board of Unit 47** ~~the President of Unit #47 and the Federation Representative~~, or their designees, shall meet periodically at mutually convenient times during the term of this Agreement to discuss matters of concern to the parties. Said meetings shall be informal, and any matters discussed therein shall not in any way alter any provision of this Agreement. **If scheduled during the working hours of any of the Unit 47 representatives, they will not suffer a loss of pay as a result of attending the meeting. The parties will continue their current practice with respect to the scheduling of Labor-Management meetings.**

Either party may bring a limited number of additional people (no more than 2) to the meeting, with notice, including other managers and the AFT Connecticut Representative. When Unit 47 members are invited to share information at a meeting, if scheduled during their working hours, they will not suffer a loss of pay as a result of attending the meeting.

One (1) week prior to a meeting, each party must provide the other with an agenda of any items it would like discussed at the meeting.

This provision will not be utilized by the Hospital or Unit #47 or the Federation to diminish or enlarge (or have any affect on) whatever rights or obligations might exist with respect to bargaining during the terms of this Agreement.

***Employer Counterproposals
March 21, 2017***

U24 Workplace Safety

Add the following NEW Sections to Article XIII (Health and Welfare):

“The Hospital and the Union share the common goal of promoting a healthy and safe working environment. The Hospital will make reasonable efforts to provide a healthy, safe and sanitary work environment and will take reasonable measures to remediate any condition which is determined not to be healthy, safe and sanitary.

The Hospital shall appoint two (2) members of the bargaining unit, as designated by the Union, to the Hospital’s [NAME OF COMMITTEE] (the “Committee”), and such members shall not suffer a loss of pay for time spent attending meetings of the Committee.

The two (2) bargaining unit members of the Committee may bring problems to the attention of the Committee where such problems will be discussed by the Committee.”

Union’s Staffing Proposals

NEW Article – Staffing:

“Section 1. There shall be a Staffing Committee consisting of not more than three (3) nurses from the bargaining unit selected by the Union and not more than three (3) representatives of the Hospital management who shall meet monthly, and at such other times as mutually agreed to discuss any matters concerning staffing including, without limitation, making recommendations to the Hospital’s Chief Nursing Officer on staffing issues. The Committee shall serve in an advisory capacity and does not have the authority to modify staffing levels or the collective bargaining agreement or to negotiate over the terms and conditions of employment.

Section 2. Report of Staffing Concerns Forms submitted by nurses to the Hospital shall be reviewed by a senior nursing leader who will review each situation and respond in writing to the nurse involved. The Forms and responses will be shared with the bargaining unit representatives on the Staffing Committee. On a quarterly basis, these Forms and any responses will be reviewed at a Staffing Committee meeting.”

Section 3. Bargaining unit members on the Staffing Committee will not suffer a loss of pay for time spent attending meetings of the Committee.”

***Employer Counterproposal
March 21, 2017***

***U22 (Shared Governance/Staffing)
H7 (Call)
U19 (Proposed change to Section 1 of Article XXI withdrawn)***

NEW Article – Staffing:

“Section 1. There shall be a Staffing Committee consisting of one nurse selected by the Union for each cluster, plus float and up to an equivalent number of representatives of Hospital management who shall meet monthly, and at such other times as mutually agreed to discuss any matters concerning staffing including, without limitation, making recommendations to the Hospital’s Chief Nursing Officer and/her designees on staffing issues. Each year, the Committee will review and make recommendations regarding self-scheduling, staffing guidelines, voluntary call, and floating guidelines. The Committee shall serve in an advisory capacity and does not have the authority to modify staffing levels or the collective bargaining agreement or to negotiate over the terms and conditions of employment.

Section 2. Report of Staffing Concerns Forms submitted by nurses to the Hospital shall be reviewed by a senior nursing leader who will review each situation and respond in writing to the nurse involved within a reasonable period of time. The Forms and responses will be shared with the bargaining unit representatives on the Staffing Committee. On a quarterly basis, these Forms and any responses will be reviewed at a Staffing Committee meeting. In addition, the Committee shall review scheduling issues, call out data, real-time reports of staffing issues, monthly reports of budgeted vs. filled RN FTEs for each unit, and reports from unit based staffing committees.”

Section 3. Bargaining unit members on the Staffing Committee will not suffer a loss of pay for time spent attending meetings of the Committee.”

Add the following NEW (7) to Article VI, Section 1(d):

“When a nurse working a 12-hour shift is floated to another unit within his/her clinical cluster for a 4-hour block, the Hospital will use reasonable efforts to avoid giving the nurse an assignment during the 4-hour block. In the event that the nurse is given a patient assignment, the Chief Nursing Officer or her designee will be notified.”

**Package Proposals
March 21, 2017**

Package #2 – Weekends

U6 Add the following to Article VI, Section 3(b):

“For 12-hour shift nurses, the Hospital will use reasonable efforts, subject to patient care needs, to schedule such nurses for three weekend shifts within a four-week period instead of four.”

H3 Revise Sections 3(c) and 3(d) as follows:

“c. ~~Effective 4/1/99, Full-time and part-time Registered Nurses who complete twenty (20) years of service~~ prior to April 1, 2017 shall, in lieu of the reduced weekend commitment, receive five (5) pro-rated PTO days which shall be scheduled and administered, subject to the requirements established in Article XI, Paid Time Off.

d. ~~Effective 4/1/99, Full-time and part-time Registered Nurses will~~ who complete upon completion of 25 years of service prior to April 1, 2017, will be eligible to select between retaining the five (5) PTO days or the reduced weekend commitment, *i.e.*, not being scheduled or required to work more than twelve (12) weekends per calendar year except in emergencies. Such election must be made within thirty (30) calendar days of the nurse’s 25th anniversary.”

Package Proposals
March 21, 2017

Package #1 – PTO/LTD

U3 Withdraw

U9 Withdraw proposed edits to Article XI, Section 3(b).

Revise Section 3(c) by revising first sentence as follows:

“Effective January 1, 2018, accrued PTO cannot shall be used to supplement Short-Term Disability or paid leaves of absence. Effective January 1, 2018, accrued PTO cannot shall be used where an employee is waiting for an extension of a previously approved disability claim. In no event may an employee’s PTO plus any other source of work-related compensation (e.g. short-term disability) exceed the employee’s regular weekly base pay as of the date leave began. Once PTO is exhausted, an employee may then access any frozen sick bank/extended illness bank. Nothing herein increases the amount of leave available leave under any applicable provision of this Agreement or under any applicable policy.”

Withdraw remaining proposed revisions to Sections 3(c) and 3(e).

H5 Delete Article XI, Section 2.g. which reads:

“g. Up to five (5) PTO days can be borrowed starting on the Registered Nurses date of hire. A Registered Nurse who terminates from employment prior to accruing the borrowed PTO will be required to have the amount deducted from his/her final paycheck as permitted by the signed authorization on the FLEXability enrollment form.”