

Negotiations Summary 3/21/17

- New Negotiation Day added March 27,2017 9am-3pm Ethan Allen Hotel Danbury
- Labor Management Committee Agreement - U20 Should be dated March 21,2017 but otherwise accepted (see attached for document)
- Flex position proposal continued to be discussed – clarifications were obtained – awaiting information from hospital if Flex RN downstaffed could use PTO for that time or not
- 2 package proposals put forth by hospital – see documents
- Discussion of Package 2 put forth by hospital (see documents) – offered mutual drop would return to original contract language – still awaiting hospital response
- Employer counterproposal U24 Workplace Safety – accepted – Union will appoint 2 members to current committee titled “Environment of Care” committee.
- Staffing Committee Creation Discussion – language from hospital discussed (see documents). Counterproposal from Union submitted

March 21, 2017

Union Counterproposal

Section 1

There shall be a Staffing Committee consisting of one nurse selected by the Union for each cluster, plus float, and ___ representatives from 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/or the FTE committee**, on staffing issues. **Each year, the Committee will review and make recommendations regarding self scheduling, staffing guidelines, and floating guidelines. The Committee shall serve in an advisory capacity...**

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 48 hours. 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 schedules one month in advance, call out data, real-time reports of staffing insufficiency, and monthly reports of budgeted vs. filled f.t.e.’s 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.

- Hospital Response to Counterproposal - Would replace 3 proposals made. Our shared governance staffing language, their H7 proposal on mandatory call PACU, ICU, U19 where

sought to define what call is, an emergency. Our proposal also has economic proposals not considered a part of this drop, will be discussed during economic package. They agree to bigger committee language. They are using the term scheduling issues instead of schedules, Because asking us to drop proposal on floating Union mentioned issue on 4 hour blocks. This is their attempt at this language.

- Union Counterproposal – when float 4 hour block time you are helper period. No more than 1 assignment per shift
- Current language does say are given the opportunity to take an assignment for only one of the 4 hour block.
- Reasonable period of time – would like 5 working/business days

Counters from Hospital

- 2 responses - on 5 days – fine with 5 days but clarify response, and supervisor will respond within 5 business days. Other language – when a nurse floated to another unit for 4 hour block hospital will use **every reasonable effort** during 4 hour block for one assignment. If given 2 assignments CNO or director will review and will discuss at next staffing committee meeting.
- For Hospital CNO attending meetings what hospital suggest attend 1 meeting per calendar quarter. Would envision those quarterly meetings each side to prepare agenda, scheduled out in advance. Ann Marie and/or Maureen would be at all other meetings and report to Sharon.

Union Counter Proposal

Parties agree that taking more than one assignment during a shift is not best practice for staff or patients. Therefore, the hospital agrees as follows:

1. The Hospital will make all reasonable efforts to avoid a floating nurse having to take more than one assignment during a shift;
2. In the event a nurse is given an additional assignment, the CNO and the Unit 47 President, or designees will be notified via a mutually developed form.
3. The responsible manager shall submit a written explanation of the reasonable efforts to the Staffing Committee.

Hospital agreed to all but first sentence(preface) due to legal reasons. Accepted by Union Committee