

Member Summary March 25, 2021

- Session began with confirmation of March 17th Tentative Agreement (TA) – for the changes in Union dues collection to begin at 30 days as well as the probationary period for part time new hires of less than 32 hours, the changes would not begin until after ratification of the contract and those individuals affected would have been hired after that time.
- The outstanding proposals were reviewed and confirmed by both sides
- Union countered on discipline and discharge proposal (Union 9) – removing language references attendance and dependability policy, instead inputting language from the managerial rights portion of the contract. Union noted concern on changes to policy in future when agreement made on current policy, hence language change. Hospital stated would discuss.
- Hospital proposed charge package (Hospital 1) proposal stating changed first paragraph of proposal to state the hospital could pick charge, making it clear that just because an individual volunteers they would not be trained to charge unless meets certain qualifications. As a part of this proposal hospital countered to increase charge pay to \$2.50/hr. If accepted would like Union to withdraw Union 2 (voluntary charge language). Upon questioning noted that at New Milford charge pay is \$2.25/hr, Norwalk \$2.75/hr and on the NY side of Nuvance the hospital stated “\$3 something”. Significant discussion occurred on charge role, training, what the hospital is looking for, etc.
- Hospital sent comprehensive initial package proposal including:
 - All signed TAs
 - Wages proposal – 1.5% increase per year
 - Hospital described charge nurse proposal
 - Union 17 – staffing proposal (multiple discussions, most recent discussed)
 - Proposed to increase available education reimbursement amounts by \$10,000 each year (Union had asked for unlimited)
 - Keep proposal to grandfather current 25 year weekend commitment and then discontinue, drop every other weekend portion of proposal for 12 hr nurses
 - Modifying the hospital insurance proposal to delete section 6 – the 2 week payout as death benefit
 - Modified Hospital PTO proposal – no changes to holiday pay but add MLK day as holiday
 - Leaves proposal – cleaning up references to Flexibility benefits “as they do not exist”
 - Nurse Residency /Fellowship program – change name to fellowship, keep OR program as is, other programs half positions based on seniority half base on Unit Based Council as previous programs.
 - Retirement proposal
 - 3-year contract
 - Would drop their other proposals
 - Union stated would discuss in caucus
- Discussion on Fellowship program – Union asking for clarification on multiple topics
 - Megan O’Toole spoke about education, fellowship program. Asking about lack of current educators in many departments. How did previous program get planned, etc.
 - Dawn Martin answered questions about program – such as how one person would be picked over another, etc

- Post caucus Hospital returned that would focus Fellowship program on solely the OR at this time and would have a revised proposal next session.