

## Member Summary March 17, 2021

Meeting with Hospital began focusing on making agreements on smaller proposals so that Economics could be the focus next session.

- Asking hospital to look at education proposals, they stated they would
- Union rejected Hospital counter on residency programs, did not address seniority and asking for internal candidate priority
- Mutual agreement reached. Union agreed to drop proposal 4 (evaluation automatic acceptance if no response) for Hospital 23 (new addition of goals to evaluations and timing change), excluding the section 5 which Union agreed to keep which addresses if reemployed within one year maintain clinical ladder level.
- Conversation on exit interviews, currently performed online since 2018 per hospital, which is against the Union CBA.
- Discussion about call proposals, since Hospital proposed mutual drop. Had discussion with members from affected members during caucus. Concern is that cases are being scheduled on weekends when those times should be reserve for emergencies and the stick list is being used to staff. Also, concern that individuals in affected departments are doing as many call hours as their control hours or more. Hospital confirmed BRG is currently gathering data on weekend cases, no plan for data yet.
- Agreement to Proposal on probationary period for time increasing to 120 hours for those less than 32 hours and Union dues beginning at 30 days, affording protection to individuals. They would not be able to grieve while on probation but would be eligible for a Union representative and discussion with management with them present.
- Agreement to drop Union 23 (temporary hour changes requiring agreement of Union; still have current contract language stating notification of Union) without prejudice in return for dropping of Hospital 11 (elimination of May sweeps)
- Agreement mutual withdraw of Hospital 21 (increase in Flex RN positions) and Union 13 (successorship language)

Confirmed that next session there would be discussion of the economic proposals i.e. wages, PTO, education