

## Member Summary for March 31, 2021

- Began session with hospital, they presented the requested information about Danbury's financials. Tony the hospital lawyer reported for the 2019 fiscal year ending in September 2019 Danbury had an operating gain of \$1.38 million, stating they basically broke even at a \$600 million operating budget. They reported for fiscal year 2020 ending September 2020 they reported a \$26.8 million loss, they reported federal stimulus money of \$26.8 million making a \$15.7 million operating gain with a 2.4% operating margin. They stated this fiscal year is not yet closed, reporting decreased ED volume which is affecting discharge numbers and admissions. They did state that in the most recent bill passed by Biden, no money was anticipated for hospitals.
- Dawn discussed that Danbury is a transfer center and the goal is to keep the patient's within the network. She reports that patients are not accepted through the transfer center unless there are staff to care for them.
- Long discussion about hospital proposed 401K plan - basically it will be up to 6% match at 100% of contribution and placed into 401k biweekly, instead of annually as we have currently have
- Discussion of proposed fellowship language - had clarified but not proposed - no minimum degree requirement, discipline would not automatically exclude, unit based council ok with helping decide on criteria but not actually selecting positions, wanted to include new grads, wanted to have 2 internal and 2 external candidates
- Union had proposed package proposal – after submission Hospital reviewed and noted significant separation on wage amounts from the numbers they were thinking. Union had proposed initially 7%,6%6% - Hospital reported that would be \$19 million – on top of the current pay roll of \$48 million. Hospital reported average rate CT nurse \$41.72, median \$40.57, look at Danbury level 3 average \$49.72, median \$51.72.
- About 12 hours of caucuses and meetings with management result in the approved final package proposal.
  - All signed tentative agreements
  - Wage increase of 2.5% each year
  - Ratification bonus of \$1000 for RNs 32hr and above and \$500 for those below 32 hr
  - Changes to staffing committee language: any changes in staffing guidelines/grids requires notification to the Union 4 weeks prior and a Labor Management meeting must be held to discuss. A mediator from FMCS will be present for the first 2 meetings s/p ratification
  - Continuing education fund increased to \$40,000 annually. Educational reimbursement pool increased to \$100,000 for this year and increasing \$10,000 more each subsequent year of the contract. Reimbursement threshold dropped to 32hr from 36 hr control.
  - Clarification of departments with mandatory call, no additional departments added
  - Language change for benefits program, no changes to policy just name
  - Carry over 2 weeks PTO – no change just language clarification

- 401K program change to 6% match at 100% with biweekly employer match. Those grandfathered before 12/21/12 continue same eligibility
- Side letters:
  - FLEX benefits remain in place
  - OR and PACU: volunteer for extra call shifts over 2 in a 4 week period will be offered an extra call shift bonus of \$50 for each 4 additional hours of call. This expires 12/31/21, with discussion in December about renewal or modification.
- The contract duration is 3 years
- All other proposals are withdrawn

There will be more information about the contract agreement and ratification sent to members shortly.