

LMC Minutes  
March 21, 2007

Clinical Ladder Questions:

- Placement of RN/RT's on the Ladder- an RN or RT who has been functioning as a CNIII/RTIII for six months prior to July shall be placed on the Clinical Ladder with July's evaluation. The employee shall receive the negotiated across the board increase (RN's 4%, RT's to be determined in negotiations), they will then receive the ladder increase (3% RN, 5% RT), they will then be placed on their new CN/RT III grid step. In July 2008 they will receive their across the board increase and will move up a step in January 2009.
- Historically staff could only move into the ladder at the July evaluation or six months from date of hire. Staff who have been functioning at CN/RT III level for six months may now move into the ladder in January or July.

Verification of Flu Vaccinations:

- If an employee received their vaccination at a location other than RCHSD, they need to sign the declination form and indicate at the bottom where they received the vaccination (Primary MD, second job).

Isolation Gear:

- Staff raised concern re: lack of protective equipment readily available on the units. Marj request staff contact department leadership directly at the time of the incident when stock is insufficient.
- IOC will discuss the quality and quantity of supplies. Suggestion was made to look at

Phoenix Children's isolation practices and supplies.

PCS Electronic Documentation Update:

- Tentative date planned for late summer/fall go live.
- Plan to begin training this summer.

Security Concern's:

- In response to three recent thefts staff have been encouraged to place their valuables in a locked area (locker, drawer, office). UNOCH raised concerns that many staff do not have access to lockers or a secure area to store their valuables. RCHSD will do an audit of current locker usage, space to provide additional lockers, possibility of placing locked cabinets on the units.

HR Business Partners On Campus Office Hours:

- Beginning March 20<sup>th</sup> HR Business Partners will be on campus in the HR Conference Room at varying hours of the day to meet with staff who might have questions.
- The room used for these meeting is a shared space. The RT Department uses this room from 0645-0715 and 1845-1915 each day for group report and staffing. Two of the posted meeting times will cause the RT Department to relocate for report. UNOCH objects to these meetings interfering with patient care. UNOCH requested that these times be move to accommodate RT report. Response from HR is that those times are necessary to cover important change of shifts. UNOCH will address this issue in leadership meetings and negotiations.