

UNOCH-CHHC Labor Management Update December 2005

December was a busy month for the Labor Management Committee (LMC). We began the month with our annual Holiday Reception for UNOCH Members and Management Staff. This is a great way for our employees to meet the members of the LMC and see the progress we have made this year on issues facing CHHC. We were very pleased at the large turn out.

Highlights of the past year include:

- ❖ Incentive pay – the current Incentive Pay Program was approved by the LMC prior to implementation.
- ❖ Standardizing of the Vacation Approval Process – LMC members worked hard to come up with a standard approach to the granting of vacations to enable the maximum number of staff vacation while still providing excellent care to our patients.
- ❖ Meeting Requirements – the LMC in conjunction with department leadership developed guidelines for meeting requirements that take into consideration the limits our busy lives place upon our free time.
- ❖ Leave of Absence Policy – the LMC is currently working on revision of the LOA policy to extend the time off available to staff to six months in limited medical circumstances. This discussion has also highlighted the need to revise the Medical Separation Letter. This is a work in progress, so stay tuned for future updates.

Our December meeting was dedicated to reviewing the RN and RT Clinical Ladders. Our work was focused on clarifying current ladder roles and project requirements in addition to standardizing how and when staff can move within the ladder. No changes were made that impact staff currently in either ladder. Our goal was one of clarity to ensure that all staff had equal opportunity and application of the ladder throughout all care areas.

The Labor Management Committee is a hard working committee. It is also a great opportunity to make a difference in the work place. There are three openings on the LMC for RN's in July. The term of service is for the length of each division's contract. We meet the third Wednesday of each month from 9am-12noon. If you are interested in serving please contact UNOCH.