

UNOCH-CHHC Labor Management Update

January 2006

January 18th LMC centered on Clinical Ladder Issues. The focus of this discussion was to add clarity to existing roles on the ladders and to ensure the standard for adding a role was applied equally to all roles. The conclusion was that we need a committee of staff and leadership outside of LMC to look at both ladders. Please contact your TL if interested in participating. Remember this committee will count towards your RN or RT III.

New roles being considered are:

- Infection Control Associate- RN/RT with interest in Infection Control, good interpersonal communication skills (team player), NCIII or RTIII.
- Labor and Delivery - RT at SLJ requires STABLE and minimum attendance at deliveries.
- Trauma - RT this role currently exists for RN's looking at requirements for RT's to use as a ladder role.

Other agenda items:

Weekend requirements: Discussion regarding what days are considered weekends. Per current contracts weekends are Sat/Sun for Day's and Fri/Sat for Noc's. Some units are trying to require staff on nocs to work a certain number of Sunday shifts in addition to their weekend commitment. This is an issue that will need to be addressed in contract negotiations.

Report on progress of review of the Investigatory Interview process. UNOCH and CHHC HR and Leadership have had several meetings over the past few months to iron out issues with the process. The end result is a clearer idea of each side's role and expectation. Education is on going for CHHC leadership. UNOCH is hopeful these meetings will result in more consistent application of the process through out CHHC.