



RN Negotiations Update #5 5/20/14

PROGRESS!

The third meeting of negotiations

Mary Fagan, RN, MSN, Vice President Patient Care Services, CNO remains on the missing person's list.

Proposals-

- Section 203 Check-Off- **TA**
Ensures that individual dues authorization remains in place for a minimum of one year or the termination of the CBA, whichever occurs first.
- Section 505 Discipline- RCHSD unwilling to remove discipline from a person's file for 5 years- and then a final written warning *would never be removed*.
UNOCH could not agree to this. Revert back to current contract language, which still has discipline for Attendance issues removed from a person's file after 2 years.
- Section 603 Informal Resolution, 607 Arbitrator's Authority and Decision, 608 Non-Arbitrability- **TA**
The parties agreed to changes in the Arbitration procedure which- if the Arbitrator finds that the employee was disciplined without "just cause"- allows the parties 30 days to mutually work out a remedy. If no remedy is reached the Arbitrator will issue a remedy. This is important because it helps keep arbitrations from moving on to court proceedings- an expensive and timely endeavor for both parties.
- Section 2403 Staff Ratios and Patient Acuity-
UNOCH filed an information request and is awaiting a reply from RCHSD.
- Section 2504 Policy Changes-
RCHSD agrees to return to current contract language (UNOCH unwilling to give up its right to have input o policy changes)

We submitted our Economic package at the end of our session today- RCHSD will work on it and get back to us at our next session which is JUNE 6, 2014

TA= Tentative Agreement

This means that the parties have signed the article and agree with the contents. It is Tentative until the membership has ratified the contract in its entirety.