

NUHW Bargaining Update: August 24

Yesterday was our 9th bargaining session with management. We presented them with a comprehensive proposal on Leaves of Absence. This is the final non-economic item we have had to propose. We also exchanged proposals on New Employee Orientation and Work Week. In addition, we reached three tentative agreements on Introductory Period, Bargaining Unit Roster Updates, and Grievance and Arbitration. All tentative agreements have to be ratified by a majority of members as part of our contract.

So far we have signed off on the following tentative agreements:

1. **Health Examinations** – Requires that the hospital pay for any necessary health examinations and protects employees' private health information
2. **Floating** – Limits the number of times an employee can be floated to once per 8 hour shift and twice per 12 hour shift and requires that travelers and registry be floated before relief and regular employees
3. **Employee Personnel Files** – Establishes a policy for how records of employees' evaluations, written discipline and other records will be kept and allows employees to request copies of those files
4. **Categories of Employees** – Defines Regular Full Time and Part Time status and sets minimum availability requirements for Relief Employees
5. **Savings Clause** – In the event that part of the contract conflicts with any law, the other parts of the contract will remain in effect
6. **Introductory Period** – Sets the probationary period at 6 months and does not allow management to extend it without the agreement of the union
7. **Bargaining Unit Roster Updates** – Ensures that we have a current and accurate list of union members and their seniority dates
8. **Grievance and Arbitration** – Creates a fair process to enforce our contract and protect employees from unfair discipline and treatment. Disputes can be heard by a neutral third party if they are not resolved between the union and management.

Upcoming Bargaining Sessions

We have now scheduled bargaining sessions into November. Our next two bargaining dates are Tuesday, September 13 from 3:00 to 9:00 pm at the Life Learning Center and Wednesday, September 14 from 10:00 am to 5:00 pm at the First United Methodist Church (1551 Montgomery). All members are encouraged to attend.