

NUHW Bargaining Update: November 10 & 11

Last week we met with management for two additional bargaining sessions. We presented the following proposals:

- **Recognition** – describes which job classes are covered by our contract
- **Filling of Vacancies** – we maintained our position that open positions should be given to the most senior qualified employee and that low level discipline should not disqualify an employee from applying for a vacant position
- **Layoffs** – we continued to propose that discipline not be a factor in layoff or recall and that the hospital commit to work with employees to make every effort to avoid layoffs
- **Career Opportunities** – we proposed that the hospital continue their current tuition reimbursement program and create a Training and Upgrade Fund to allow increased opportunities for our coworkers to advance their healthcare careers. Management wants to be able to discontinue tuition reimbursements at any time.
- **Personal Leaves of Absence** – captures the hospital's current policy of unpaid leaves non-medical or non-family reasons.
- **Statutory Leaves of Absence** – these include FMLA, Workers' Comp, Military Leave and other kinds of leaves guaranteed by law. Currently management is refusing to put any description of these leaves in the contract, even though they are defined in their contracts with the RNs at Memorial and PVH.

We also reached tentative agreements on the following items:

- **Scheduling** – requires that schedules be posted at least two weeks in advance and that schedules not be changed without the employee's consent. Also establishes process for requesting PTO and maintains the current system of major and minor Holidays
- **Witness Pay** – establishes process for employees to be paid for serving as a witness in a work-related judicial proceeding
- **Compassionate Leave** – guarantees up to five days off for the death or terminal illness of a loved one, these days will be paid prorated with the employee's status.

We are waiting on responses from management to our proposals on ROH, Education Leave, PTO, Labor-Management Committees, Union Representatives and Wages.

Next Bargaining Session

Our next bargaining session will be Wednesday, November 16 from 9:00 a.m. to 3:00 p.m. in the Life Learning Center. All members are encouraged to attend.