

**SUMMARY OF PROPOSED RN CONTRACT**

Wages Across-the-Board	3% (July, 2009); 3% (July, 2010); 3% (July, 2011)
Retroactive Wage Increase	If the contract is ratified by the Bargaining Unit, the 3% pay increase will be retroactive to the beginning of the June 28 <sup>th</sup> pay period for all Bargaining Unit employees
Signing Bonus (Top Step Only)	0.5% one-time signing bonus for all those Bargaining Unit members who are at the top step (this equates to, on the average, \$422 per person)
ALS/CHET Differential	CHET Nurses become own line item on wage grid which is \$2.50 greater than comparable rate for CNIII.  NICU ALS nurses at satellite hospitals will retain the \$2.50/hr differential for their ALS shifts
ECMO Differential	\$2.50 an hour on <b>all</b> hours spent caring for patients on ECMO
Cancellation	Provides a <u>new</u> order of cancellation: <ol style="list-style-type: none"> <li>1. <u>Contract Staff working extra shifts above the FTE they were contracted to fill</u></li> <li>2. <u>House or Unit Based Per Diem nurses working overtime or premium pay</u></li> <li>3. <u>Core Staff working extra shifts above their FTE resulting in overtime or premium pay</u></li> <li>4. <u>Volunteers to be cancelled</u></li> <li>5. <u>Core Staff working above their FTE</u></li> <li>6. <u>Contract Staff as permitted by their contract</u></li> <li>7. <u>House or Unit Based Per Diem nurses who were confirmed and then not required for staffing</u></li> <li>8. <u>Contract Staff who are within their contracted FTE and not on overtime or extra shift (even if they have already been cancelled during the pay period)</u></li> <li>9. Core Staff</li> </ol>

<p>Clinical Ladder System</p>	<p>Revised pursuant to meeting between Nicole Kennelly and Marj Peck: (Underlined language is new)</p> <ul style="list-style-type: none"> <li>• <i>Career Ladder System</i> The Nursing Clinical Ladder is a three (3) level system as follows:  Clinical Nurse I: Newly graduated nurses during the first year of practice.  Clinical Nurse II: Staff Nurse who demonstrates and maintains all competencies for core area and float competencies for units within the nurse’s region  Clinical Nurse III: Expert with three (3) or more years of pediatric experience who demonstrates and maintains all core competencies of <u>Clinical Nurse II and III</u> and is a participant in additional clinical and professional activities <u>as described in the Clinical Nurse III position description and in department goals.</u></li> </ul> <p><u>Promotion to Clinical Nurse III is possible annually in January. The nurse seeking promotion is responsible to discuss and outline plans for promotion with departmental leadership at least six (6) months prior to the anticipated time of promotion.</u></p> <p><u>Clinical activities that support the nurse qualifying for Clinical Nurse III will be decided on by a joint management and staff group each qualifying care area. Qualifying activities must require at least forty (40) hours of training, meeting, and/or project time</u></p> <p><u>A copy of each department’s CNIII Committee membership and criteria will be provided to UNOCH annually and posted in each department.</u></p> <p><u>Each department will present their CN III Criteria to the Labor Management Committee for initial review/approval and thereafter will be reviewed by each department’s CNIII Committee every six (6) months.</u></p>
<p>Fresh Food Vending Machines</p>	<p>RCHSD agrees to install fresh food vending machines at the main hospital no later than October 1, 2009</p>
<p>Per Diem Availability</p>	<p>Per Diems will now be required to increase their availability to four shifts per four week schedule, two of which must be weekend shifts</p>

Per Diem Differential	Per Diems who make themselves available for at least 3 or more shifts, including 1 weekend shift, per two week schedule, will receive a differential of \$5.00/hour if they <u>actually work at least two or more of those shifts</u>
Shift Differential	<p><b>Clarification of Existing Rights</b> – Currently, all 12 hour employees who work the night shift are receiving a differential of \$4.67 per hour. The new differential includes an increase to \$4.70 per hour for night shift and \$3.00 for evening shift. Therefore, this increase will only affect non-12 hour employees.</p> <p>Bernardy Center RNs – \$2.50 for Evening and \$4.00 for Night Shift</p>
CRRT Differential	CRRT certified staff will be paid \$2.50 an hour for all hours spent on patients (now memorialized in the contract)
Early Retiree Medical Coverage	Hospital agrees to meet and confer with UNOCH in January, 2010, regarding <i>potential</i> for adopting a plan for early retirement continuation coverage under COBRA
Paid leave donation – catastrophic leave bank	Hospital will implement a hospital-wide paid leave donation/ catastrophic leave bank for use by all hospital employees at some time prior to January 2010
Health Care Liaison	In lieu of the current Health Care Benefits Liaison, the Hospital will provide an HR representative at the Main Campus for members’ access for four hours a day during the weekdays and reimburse two UNOCH representatives up to 12 hours’ pay per year for involvement in the negotiation of contracts with the health care providers
UNOCH Bargaining Representatives	Employer will allow six negotiators to apply their negotiating hours toward health benefit premium costs, although time will still remain otherwise unpaid.
Representation at Investigative Interviews	Hospital will require employees to make arrangements to have their own UNOCH representative present when they are subjected to an investigative interview
Basis for Discipline	(Clarification of existing rights) Employer must have just cause for discipline.

Progressive Discipline	(Clarification of existing rights) Employer will utilize progressive discipline unless circumstances warrant more severe action.
Notice of Discipline	Employer will provide reasons for discharge and notice of right to file grievance at the time of such discharge.
Rebuttal	Employees will receive a copy of any disciplinary notice being placed in file and have a right to submit a rebuttal to such discipline within 7 calendar days.
Two Year Provision	Any materials relating to discipline for attendance for which there has been no reoccurrence for two years shall not be used as a basis for progressive discipline.
Charge Shifts	Makes prior letter of understanding regarding charge shifts part of new contract and requires hospital to provide charge nurse tracking report to UNOCH every four weeks.
Discounts	Makes prior letter of understanding regarding discounts part of new contract.
Use of Employer Facility Conference Rooms	Employer shall provide reasonable access to Dining Rooms A, B, C, MOB 113 and the Cardiac Auditorium to UNOCH up to 30 times a year.
Cash Out	Cash out of paid leave shall be policy and applicable law.