

Summary of PFNHP Negotiation Wins!

This Union fought back all proposed take backs by PMC management and made significant progress on all of our major issues, including:

- A Staffing committee with the authority to set enforceable staffing guidelines
- No nurse will be below their proper step by January 2020.
- A new Per Diem differential of \$2/hour
- Charge nurse differential equity by January 2020
- Substantial movement toward evening shift equity at Helen Porter
- Protection of urgent pay
- Increased incentives to float voluntarily, and more restrictions on involuntarily floating

A summary of the tentative contract changes. Actual Tentative Agreements will be available at ratification and on our website. No agreement will go into effect until ratified by PFNHP members. Ratification details on flip side.

The PFNHP Executive Council recommends a YES vote.

101 Recognition. Management proposed to exclude two current bargaining unit members from Union representation. The Union said no, and management withdrew its proposal. The Union did agree that if management hires a Transport RN, that position would be out of the bargaining unit, but the Union reserved its right to address the issue at the next round of negotiations.

102 Union Security. Management agreed to the Union's proposal for giving organized information on bargaining unit changes.

105 Grievance Procedure. Management agreed with the Union's proposal to have time limits on when grievance meetings must happen and to move termination grievances (and other grievances mutually agreed upon) to Step 3.

106 Staffing. One of our top issues is safe staffing. We will now have a Practice Council that meets at least monthly and is charged with developing staffing guidelines for Med Surg and Helen Porter by May 15, 2018 and all other units by September 15, 2018. Violations of staffing guidelines are enforceable through the grievance and arbitration procedure.

108 New Technology. The PFNHP President will be a member of the Values Analysis Committee and will meet with the CNO quarterly to review upcoming new technologies.

110 Duration. Contract will be in effect from October 1, 2017 to September 30, 2020.

113 Bulletin Boards. One glass, locked bulletin board at Helen Porter and one at the hospital.

201 Work Schedules.

Committed hour employees will be scheduled first and will have priority over travellers.

Show Up Pay. If an employee is scheduled (including called in for Urgent or on-call), and comes to work, the employee will be compensated for all hours worked, for a minimum of two hours, unless they are notified not to come in to work at least 60 minutes prior to the start of their shift or unless they leave early for personal reasons.

8 Hour Side Shift Protection. "Employees who are regularly assigned an 8 hour shift as of September 15, 2017, shall not be required to work a different shift during the term of the 2017-2020 CBA, unless they agree to do so."

202 Weekends. Current Helen Porter Day charge nurses (who currently do not work weekends) will not be required to work weekends.

204 Vacation Scheduling

* All requests must be for a full week starting on a Monday unless approved by the manager.

* Non summer vacation requests may be made be up to a year in advance, and shall be approved or denied within 14 days.

* Clarification that time off can be taken between December 15 and January 15.

205 On Call. On call employees may be floated to a different unit, BUT only after the home unit has been offered urgent AND the on call employee will get 2x pay (instead of 1.5x pay)

207 Floating. Union protected OR not being required to float (except to ASU and PACU).

An employee on orientation may not be floated and a new graduate employee may not be floated for six months.

208 Staffing Adjustments. Changes to reflect urgent pay shifts. Travelers required to float (or are reduced) prior to Porter nurses. Maximum number of involuntary hours for per diems per month is 24.

209 Staff Meetings. The Union successfully opposed a management proposal that would require all employees to attend staff meetings, regardless of the employee's other obligations.

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301 Wages

2018: 3.5% increase (1.5% plus 2% step or 2% bonus if on Step 20); Salaried: 3.5%

2019: 2.5% increase (.5% increase plus 2% step or 2% bonus if on Step 20), Salaried 2.5%

2020: 2.5% increase (.5% increase plus 2% step or 2% bonus if on Step 20), Salaried 2.5%%

RNs who regularly perform cardiac stress tests will be placed on the same wage range as hospital unit RNs.

Management will no longer be allowed to place new hires up to 2 steps below their experience step.

Step Placement. By year 3 of the contract all employees will be moved up to their proper step.

# of Steps off	1/1/18 Extra Step(s)	1/1/19 Extra Step(s)	1/1/20 Extra Step(s)
1			1
2			2
3		1	2
4		2	2
5	1	2	2
6	2	2	2
7	3	2	2
8	4	2	2
9	5	2	2
10	6	2	2

303 Differentials

* **Per Diem**=new \$2 differential.

* HP Evenings

Current: \$.50

Jan 2018: \$1.00

Jan 2019: \$1.50

Jan 2020: \$2.00

* Hospital Charge

Current: \$1.00

Jan 2018: \$2.00

Jan 2019: \$3.00

305 Time Off. CTO will be paid out upon separation of employment of change of status to per diem.

306 Holidays-PMC shall schedule holidays on a rotational basis and shall be based on what holidays the employee worked and/or did not work the prior year. If an employee finds a holiday replacement, it will not change the holiday rotation.

310 CAP. Remove all references to CEUs.

Contact hours:

Level 2 18

Level 3 22

Level 4 26

402 Seniority-PMC LPNs who move up to a PMC RN position without a break in service will have 50% of their years working as a PMC LPN count towards calculating their Bargaining Unit Seniority.

403 Employment Status/Per Diem Requirements-

* Per Diem requirements: current (Option a) OR 300 hours and available for one holiday (Option B) or Per Diem's who work a minimum of 576 hours and be available for 4 shifts per month will be paid a \$500 bonus.

404 Vacancies. Requests for shift changes and internal transfers will happen as soon as possible subject to consideration for skill mix and scheduling needs, not to exceed six months. If an employee transfers and doesn't make the trial period, the employee may return to their position if filled, or will be considered laid off if the position has been filled.

407 Orientation. Porter will now offer training to Preceptors and new orientees will be told who their Preceptor is prior to arriving on the unit.

Porter will provide a BSN program (maximum \$5250) for 5 nurses per year.

411 Parking. Changed to reflect Express Care.

412 Corrective Action: A manager or supervisor will notify an employee of their right to have a union steward present during an investigation or a disciplinary meeting.

418 Layoff: Employees who return to PMC within 12 months of being laid off will have their seniority and EIR reinstated.

Ratification Vote Times

Wednesday 9/20/17 Rounding in

PMG. Questions, text or call Linda Savalli at 802.345.2523

Thursday 9/21/17

06:00-20:00

Outside of PMC Cafe

Questions? Contact Alice Leo at alice.d.leo@gmail.com or 802.598.0754

To view actual Tentative Agreements go to pfnhp.vt.aft.org/