



HCA Bargaining Update #2

After collecting record number of contract input surveys, the members of Negotiating Team reviewed each and every survey and developed proposals to be given to HCA management. The summary of the opening proposals were reviewed at the Joint Facilities Bargaining Council Meeting (FBC) on May 1, 2008. Any member is welcome to contact a member of the Negotiating Team or the FBC representative to review the opening proposals in detail. We will be highlighting major items in Bargaining Updates and keeping RNs informed of developments as bargaining proceeds. We met with representatives from management of May 7, 2008 to begin the process. A few of our proposals are summarized below:

Staffing:

Break Relief RNs provided in addition to the RNs required by the ratios (1 RN for each 5 nurses with patient care assignments) who may assist as a resource RN if s/he is not providing breaks.

Charge Nurses would not have a patient care assignment and would be in addition to those required by the ratios. This would allow Charge Nurses to provide the necessary support for the unit.

Working Conditions:

No Cancellation - RNs will not be cancelled, but will be provided alternate work, such as Department based assignments, Resource nurse in the unit, completion of education sessions or voluntarily floating to a unit where one has validated competencies.

Patient & RN Safety:

We have proposed that the hospital maintain lift teams at all times and provide equipment and education to lift patients safely without injuring staff.

Many more proposals were presented and they will be highlighted in future updates.

What did we hear from management? Of course they said that they needed time prior to responding to our proposals, but they did have some of their own:

- **Sick Pay** – RNs would NOT receive Sick Pay if the illness immediately precedes or follows a holiday (even if you work the holiday) or any approved time off unless the RNs provides a LOCAL physician's note or the RN was sent home ill by his/her supervisor.
- **Weekends** - An RN may be required to “make up” weekends if they were sick, approved day off, etc, even if it results in working consecutive weekends (removing the protection of no more than 2 consecutive weekends).
- **Floating** – management wants the right to float RNs out of order, if in the “good faith judgment of hospital” they think someone else should float, maybe float a more senior RN, maybe float a regular RN leaving traveler nurses in the unit, whatever their “good faith judgment” determines. And if one floats to a unit, and there is a less senior nurse, or even a traveler who comes to the “home” unit later, the RN who floated would not be able to return to his/her unit.

We will be meeting with management on May 21 & 22 and will continue to update.

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