

Local 5142 Negotiation Update



Your Local 5142 Bargaining Committee prepares for the first day of negotiations. From L to R: Cindy Boccuto, Patrice Sharkey, Cindy Carter, Pam Thomas, Denise Abbot, Rick Shoulders

We have had four bargaining sessions with the hospital. In addition to proposing contract language that protects your rights as a Union member, will improve your working conditions and sets up processes for your voice to be heard, we gave them our **“economic”** proposals. Below is an overview of the economic proposals.

ECONOMIC PROPOSALS:

- ✚ Shift Differential: **Increase the 11pm – 7am differential to 15%. Now it is 14%.**
- ✚ Charge Pay: **Proposing \$5.00 an hour on top of your hourly rate. Now you receive \$2.00.**
- ✚ On Call: **During the week & weekends \$5.00. Now its \$2.00 for covering the floors.**
- ✚ Tuition Reimbursement: **FT - \$7,500. Now its \$5,000. PT - \$5,000. Now its \$2,500.**
- ✚ Preceptor Pay: **Proposing \$5.00 an hour on top of your hourly rate. Now NO preceptor pay.**
- ✚ Wage Increases: **Proposal 4.5% increase for all Union Nurses each year of the Union Contract.**
Nurse Wage Step Scale: Proposing an additional 1% each year of the contract based on your years of experience.

PATIENT SAFETY & WORK ENVIRONMENT PROPOSALS:

- ✚ Staffing Ratios: **Med Surg 1:5, Telemetry 1:5, Critical Care 1:2, Med Surg with PEDS assignment 1:4 (between the ages of new born and 4 years).**
- ✚ Preceptor: **When precepting will not take charge.**
- ✚ Charge Nurse: **When in charge no patient assignment.**
- ✚ Floating: **There shall be NO floating (can still go to other units as a helper).**
- ✚ Low Census: **There shall be no down staffing.**
- ✚ Health and Safety: **Hospital shall comply with local, state & federal health & safety laws.**

TENTATIVE AGREEMENTS:

- Job Postings: The employer wanted a requirement of 3 days for a new position to be posted – we fought back and mutually agreed on 5 days. We also fought to make sure that all else being equal, nurses will be awarded positions based on hospital **seniority**, which is critical to have in our union contract.
- Benefits: Our tentative agreement insures that you will receive the same benefits that all other employees in the hospital receive, including managers and administrators. Initially the hospital proposed to meet & discuss with the Union when making changes to our health benefits. We said, **NO, we want to bargain over the effects of the changes NOT just “meet and discuss” the changes. We WON this one!**
- Grievance and Arbitration Procedure: This is a great win for us. Now we have a **process to defend improper disciplines rendered by the hospital**. We pushed back against restrictive timelines that management attempted to impose and came to an agreement on a fair process.

Upcoming Negotiations are confirmed for June 8 & 9, July 11 & 12 and August 29.