

HEALTHEAST CARE SYSTEM & MNA
2019 MNA NEGOTIATIONS

HealthEast's Counter-Proposals
4/17/2019

Employer's Counter-Proposal to Union Proposal #3 (Section 3.C.)

➤ **Union's Proposal #3 (Section 3.C.)**

C. Scheduling

3. Normally there shall be at least twelve (12) hours between assigned shifts (days, relief or nights) except on days prior to scheduled days off or, for those nurses working twelve (12) hour rotating shifts, in which case, those nurses shall be afforded at least twenty-four (24) hours between start times of (e.g. a day shift could not be scheduled for at least forty-eight (48) hours from the start of a nurse's night shift, but multiple day or night shifts could be scheduled consecutively). Twelve (12) hour nurses can consent to be scheduled with less than forty-eight (48) hours between rotations.
4. Nurses working a schedule of rotating shifts normally shall not be scheduled to work the relief shift prior to a scheduled weekend off. No nurse shall be scheduled to work the night shift immediately preceding a weekend off.
5. Nurses shall not be scheduled to work more than ~~seven (7)~~ five (5) consecutive days without the nurse's consent.
6. (No change)
7. Nurses working three (3) consecutive twelve (12) hour shifts shall not be scheduled for an additional eight (8) hours shift to follow such consecutive twelve (12) hours shifts, unless the nurse consents to this shift pattern. Nurses working five (5) consecutive eight (8) hour shifts shall not be scheduled for an additional twelve (12) hours shift to follow such consecutive eight (8) hours shifts, unless the nurse consents to this shift pattern.

Employer's Counter-Proposal (Section 3.C.)

C Scheduling: The general pattern of scheduling will be as follows:

1. (No change)
2. (No change)
3. Normally there shall be at least twelve (12) hours between assigned shifts (days, evenings, or nights), except on days prior to scheduled days off. For those nurses

working twelve (12) hour rotating shifts, those nurses shall normally be afforded at least twenty-four (24) hours between start times.

4. (No change)
5. Except for holiday schedules or on call requirements, nurses shall normally not be scheduled to work more than seven (7) five (5) consecutive days without the nurse's consent.
6. Effective September 1, 1998, Scheduled Registered Nurses may utilize casual part-time Registered Nurses to cover additional paid time off.
7. Except for holiday schedules or on-call requirements, the Hospital will not normally schedule a nurse to work more than three (3) consecutive calendar days of twelve (12) hour shifts without the consent of the nurse. Nurses working three (3) consecutive twelve (12) hour shifts shall not be scheduled for an additional eight (8) hours shift on the day immediately following such consecutive twelve (12) hours shifts.

Employer's Counter-Proposal to Union Proposal #8 (Section 15)

➤ **Union's Proposal #8 (Section 15)**

M. Wedding Leave

An unpaid leave of absence of one calendar week will be granted to a nurse for the nurse's wedding. This week will be counted as part of, not in addition to, any limits on vacation time off that may be taken.

➤ **Employer's Counter-Proposal (Section 15)**

L. Wedding Leave:

An unpaid leave of absence of one calendar week will be granted to a nurse for the nurse's wedding provided he/she gives a minimum of 60 days' notice. This week will be counted as part of, not in addition to, any limits on vacation time off that may be taken.

Employer's Counter-Proposal to Union Proposal #21 (Appendix C)

➤ **Union's Proposal #8 (Appendix C)**

Delete pages 88-89 of CBA and insert text from pages 56-73 of MNA's proposals dated March 15, 2019.

➤ **Employer's Counter-Proposal (Appendix C)**

[The list of eligible professional nursing certifications will be posted on the Hospital's intranet site.](#)

The Employer proposes such other language changes to the agreement as may be necessary to conform the agreement to the counter-proposals set forth above.

The Employer reserves the right to add to or modify these counter-proposals.