

HEALTHEAST CARE SYSTEM & MNA  
2019 MNA NEGOTIATIONS

to Union  
@ 3:03 p.m.  
4/24/19

HealthEast's Counter-Proposal  
4/24/2019

---

**Employer's Counter-Proposal to Union Proposal #4 (Section 4.E.)**

➤ **Employer's Counter-Proposal (Section 4.E)**

- E. Confirmation of Work Agreement: The Hospital shall provide the nurse with written confirmation of the nurse's employment understanding. This confirmation shall include her or his salary and increment level, including the credit assigned for such prior work experience; the number of hours per payroll period for which the nurse is being employed, and shift rotation to which the nurse will be assigned. This confirmed employment understanding shall not be changed without consent of the nurse and, effective January 1, 2020, the Hospital shall provide the nurse with written/electronic confirmation of any change in the nurse's employment as outlined above within thirty (30) days.

It is in the interest of the Hospital and the Association to honor work agreements and make adjustments to these work agreements where appropriate.

Every effort will be made to grant temporary or permanent decreases in hours upon request of the nurse. Additionally, the Hospital may consider decreasing work agreements where a nurse has not consistently met her or his work agreement over a period of six (6) months and has demonstrated patterns of unavailability.

The following data points will be considered in evaluating voluntary increases in hours:

- overtime to cover vacations and holidays
- overtime to cover projects and committee work
- overtime and replacement time to cover sick leave, acuity and census use of casuals and temporary agency nurses
- consistent use of additional hours beyond the work agreement on a pre-scheduled basis
- consistent variance between budgeted PTEs and actual PTEs

The increases or decreases shall be addressed at the unit level between the nurse and the nurse's manager. If they are unable to agree, the issue may be brought to a mutually agreeable labor-management group such as Staffing Advisory Committee or other appropriate groups at the facility for consultation. This group shall use an interest-based, problem-solving approach to address the issue.

If resolution does not occur within a pre-determined period of time, the nurse may use the grievance process.

*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.*