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HEALTHEAST CARE SYSTEM & MNA
2019 MNA NEGOTIATIONS

HealthEast's Updated Counter-Proposal
5/8/2019

Employer's Updated Counter-Proposal to Union Proposal #14 (Article 28 – Health and Safety)
(originally offered May 2, 2019)

➤ **Employer's Counter-Proposal (Article 27 – Health and Safety)**

Article 27 - Health and Safety

- A. [Same]
- B. [Same]
- C. [Same]
- D. Nursing Health and Safety Committee: A Nursing Health and Safety Committee will be established as a component part of the Hospital's basic Health and Safety Committee. The Nursing Health and Safety Committee shall consist of an equal number of representatives designated by the Hospital and designated by the bargaining unit. The Committee shall consider and develop recommendations on health and safety matters of particular concern to registered nurses, including but not limited to infectious diseases, chemical hazards, security and physical safety, radiation, ~~and~~ education and development and display of appropriate signage addressing workplace violence. The Hospital will cooperate in providing the Nursing Health and Safety Committee with relevant background information. Recommendations will be sent to the Workplace Violence Prevention Committee Hospital Health and Safety Committee for action. If those recommendations are not implemented, the Committee may bring the matter to the attention of the Chief Nurse Executive. Membership of the Workplace Violence Preventing Committee shall include, but not limited to, representatives from security, employee occupational health, management, quality and patient safety, practice and education, and nursing staff.

In addition to providing access to and copies of the OSHA 200 records and First Report of Injury forms as required by Statute or Rule and Regulations, the Hospital will furnish copies of its Right to Know plan and its over-all AWAIR plan.

- E. Physical Violence and Verbal Abuse: Each facility will have a trained response team(s) which will respond to all emergency situations where physical violence, the threat of physical violence, or verbal abuse occurs. A process will be developed to record and report these incidents of a nonemergency nature. These records will be evaluated by the Nursing Health and Safety Committee when the situation involves a registered nurse.

Employers will encourage registered nurses who are victims of assault in the workplace to recognize the potential emotional impact and offer counseling or other delayed stress debriefing.

In addition, a registered nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. [If additional time away is needed, the Employee Occupational Health and Safety Department will explore options with the nurse via programs, resources, and offerings available.](#)

F. [Workplace Violence: The Hospital and Association recognize the effects traumatic events of violence directed at staff have and the obligation of the Employer to provide a safe and secure environment for patients, visitors, and staff. In order to ensure the professional longevity and continued health of staff who work in areas where violent events occur, the Hospital and Union agree to the following commitments:](#)

[Preventative Efforts](#)

- [The Hospital will continue to develop, refine, and provide education and reinforce its commitment on workplace violence prevention. Education will be provided for all nurses on all units. Special education/training will be provided for hospice nurses whose job includes travel into communities and homes where additional safety risks may be present.](#)
- [The Hospital will continue to evaluate available technology, visual cues and other reasonable means to alert that a patient, patient's family member, or visitor has a history of violence on the Hospital campus.](#)
- [On obstetric units, a social screen is completed upon admission to determine appropriate security measures.](#)
- [Behavioral Restraints: the Hospital will maintain a behavioral restraint policy to be used with the appropriate patient population.](#)

[Traumatic Events](#)

[The Hospital and Association recognize the effects traumatic events of violence directed at staff have on the whole person. In order to ensure the professional longevity and continued health of staff, the Hospital and Association agree to the following provisions for all Registered Nurses.](#)

- [When a violent event occurs on a unit a debrief will take place that includes staff involved and a nurse. Following the report of a violent event, a debrief will take place as appropriate that includes staff involved and other members of a typical debrief team. The intent of the debrief is to create a safe space for the staff to discuss the event. The Nurse Leader and Employee Occupational Health and Safety Department will facilitate support and resources for the affected nurse.](#)
- [A critical stress debrief will be offered to affected staff following a violent event.](#)

- A nurse who has been the victim of violence that was committed by a patient or that patient's family shall not be required to assume the assignment of that patient on a future date without the consent of the nurse, unless there is no other reasonable alternative to ensure the provision of needed services.
- The Hospital shall notify all staff working on the premises if there is an event that creates a building lockdown protocol. Staff will be given detailed instructions that include actions to be taken for the protection and well-being of patients, families, and themselves.
- The Nursing Health and Safety Committee will recommend preparedness and response action plans to acts of violence, review the action plans annually, and propose changes it deems appropriate. When a trend or pattern regarding workplace reports or concerns, the Committee will meet and review relevant policies in order to make recommendations for changes or updates to the Hospital.
- Monthly workplace violence reports will be provided to the MNA chairs and MNA staff.

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.

