

Revised
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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's (Modified) Proposal #6 (Article 6 – Vacation)
(initially proposed on May 2, 2019)

The Employer would agree to amend Letter of Understanding J as follows:

LETTER OF UNDERSTANDING – J

Monitoring the Number of Registered Nurses Allowed off for Vacation

June 1, ~~2007~~ 2019

The purpose of this Letter of Understanding is to allow additional Registered Nurses time off for vacation. Accrued vacation, position control activity, vacation policy and guidelines, as well as number of staff off per shift, per unit will all be evaluated annually by the site Staffing Advisory Committees [or Labor - Management Committee](#).

[The Employer agrees to a pilot program upon ratification of the 2019-2022 contract. This pilot program would establish thresholds for number of vacation shifts allowed off in a 24-hour period based on the size of the unit as measured by productive FTEs.](#)

~~An assessment report will then be presented to the Labor – Management Committee.~~

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

The Employer reserves the right to add to or modify this counter-proposal.

