



**Education, Orientation, and Preceptorship
Replaces ML Union Proposals 1, 2, 3, 4, 5, 6, 13**

May 9, 2019

Time: _____

THE UNION RESERVES THE RIGHT TO AMEND, ADD, DELETE, OR WITHDRAW WITHOUT PREJUDICE ANY AND ALL PROPOSALS SUBMITTED. THE UNION ALSO RESERVES THE RIGHT TO SUBMIT FUTURE AMENDED, REVISED OR NEW PROPOSALS.

2. EDUCATIONAL DEVELOPMENT (ANW/PEI, UNITED, MERCY)

13. EDUCATIONAL DEVELOPMENT (UNITY)

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(a) Tuition Reimbursement: The Hospital shall pay the nurse minimum reimbursement in the amount of one hundred percent (100%) of tuition and required fees and books up to ~~four thousand dollars (\$4,000) three thousand five hundred dollars (\$3,500.00)~~ per year for educational course work at an accredited institution under the following circumstances.

...

(c) Workshops, Courses, Seminars, and Other Educational Programs: A nurse may use ~~up to seven hundred and fifty dollars (\$750.00) per year, paid at~~ one-hundred percent (100%), of the amount provided in this Section (a) above for materials, attendance and travel expenses toward attendance at workshops, courses, seminars, and other types of educational programs that are:

...

(5) Clinical Materials: Clinical materials for example, resource books, guides, tapes, videos required by or related to workshops, courses, seminars, and other educational programs; including on-line and independent study programs that provide nursing CEUs; will be covered under this benefit as approved by the unit manager.

(d) Required Education Subsequent to Employment:

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(5) Study Time:

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When there is a mandatory educational activity which requires a certain amount of preparation outside of the course, or for a mandatory self-learning packet that is required and is completed outside of work time, the employer is accountable to pay for that study time. If the employee cannot be competent without some outside work, the employer is accountable to pay for study time. All required certifications will be applicable to this section.

Courses which have pre-determined study time attached will include directions as to maximum amounts of study time to be paid and how to code study time for pay purposes. Study time will be paid in the pay period in which the class occurred and all overtime, if applicable, would be paid.

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- (e) United, Unity, Mercy
F ANW/PEI

Orientation Program:

...

New Registered Nurse Orientation Program: The parties agree that registered nurses who are in the first year of licensure, or registered nurses with less than one (1) year of acute care experience or registered nurses who are ~~foreign born and~~ foreign educated with minimal U.S. nursing experience shall be eligible for the following orientation program.

- (a) An individualized orientation program will include assessment of skills base and learning style for a minimum of ~~8 weeks~~ forty (40) clinical shifts. The orientation period may be increased or decreased by mutual agreement between the orientee, the preceptor and the manager/designee. The individualized orientation program shall include meetings every two weeks to discuss and identify opportunities for learning and to provide timely feedback on progress.
- (b) Every effort will be made to schedule the orientee with no more than 3 preceptors. (Exceptions may need to be identified). The orientee will follow a preceptor's schedule where possible.

If a nurse has more than three (3) preceptors during their orientation period, the Union will be given notice. A meeting will be held with the orientee, the preceptor, manager and the union representative to determine

the impact of such exception. Unit exceptions to this provision shall be made by mutual agreement between the Hospital and the Union.

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- (f) Unity, United, Mercy
- G ANW/PEI

Preceptor Program: The designated preceptor role shall be voluntary, posted on an individual unit with a minimum of a two (2) year commitment. The position shall be available to nurses on a specific unit who are currently practicing as Registered nurses at the bedside. The compensation for this role shall include four dollars (\$4.00) ~~two dollars (\$2.00)~~ per hour. A nurse who is working in the role of both preceptor and charge nurse will be eligible for both differentials.

Preceptors shall be eligible for this compensation only when providing orientation to an RN orientee, student, intern or capstone. ~~(excluding others such as students and interns).~~ Paid training programs on teaching and preceptor training will be provided prior to the role starting and on an ongoing basis to the core group of preceptors on each unit. Registered nurses who may fill in for the preceptor, but who are not in the dedicated role shall only be eligible for the compensation if for all hours worked in which they assume the duties of the preceptor whether they have taken the preceptor training course or not. ~~for a minimum of four (4) days in a week (Monday through Sunday).~~

ANW/PEI

4. SALARY

G. Preceptor Differential:

1. In accordance with Section 2 G, “Preceptor Program,” a nurse who serves in the role of preceptor shall be paid four dollars (\$4.00) ~~two dollars (\$2.00)~~ per hour in addition to the regular rate of pay for all designated hours as preceptor hours.
2. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall only be eligible for the compensation if they assume the duties of the preceptor whether they have taken the preceptor training course or not. ~~for a minimum of four days in a week (Monday—Sunday).~~

Mercy

4. SALARY

- G. Preceptor Differential: A nurse who serves in the role of Preceptor shall be paid, in accordance with the provisions of Section 2 F herein, four dollars (\$4.00) ~~two~~

~~dollars (\$2.00)~~ per hour in addition to the regular rate of pay for all hours designated as Preceptor hours.

Registered nurses who fill in for the Preceptor but who are not in the dedicated role shall be eligible for the compensation if they assume the duties of the Preceptor whether they have taken the preceptor training course or not. ~~for a minimum of four days in any week Monday through Sunday.~~

United

4. SALARY

- (h) Preceptor Differential: A nurse who serves in the role of Preceptor shall be paid in accordance with the provisions of Section 2 (f) herein, four dollars (\$4.00) ~~two dollars (\$2.00)~~ per hour in addition to the regular rate of pay for all hours designated as Preceptor hours.

Registered nurses who fill in for the Preceptor, but who are not in the dedicated role, shall be eligible for the compensation if they assume the duties of the preceptor whether they have taken the preceptor training course or not. ~~if they assume the duties of the Preceptor for a minimum of four (4) days in a week (Monday through Sunday).~~

Unity

5. SALARY

G. Preceptor Differential

1. In accordance with Section “Educational Development, Preceptor Program,” a nurse who serves in the role of preceptor shall be paid four dollars (\$4.00) ~~one dollar and fifty cents (\$1.50)~~ per hour in addition to the regular rate of pay for all designated hours as preceptor hours.
2. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall ~~only~~ be eligible for the compensation if they assume the duties of the preceptor whether they have taken the preceptor training course or not. ~~for a specified period of time greater than three (3) days.~~