

NUHW Bargaining Update: December 14

We had two more bargaining sessions with management last Wednesday and Thursday and reached the following tentative agreement:

- **Allocation of Additional Hours of Work** – Creates a fair system of allowing employees to volunteer to available shifts, with a preference for employees who have been ROH'd and need to make up hours. Also allows overtime hours to be assigned among volunteers.

We exchanged proposals on the following sections of the contract:

- **Continuing Education** – Managed proposed to continue the current policy as “amended from time to time” We countered with a proposal to make the current policy a permanent one that can only be changed by bargaining.
- **Non-Employee Union Representatives** – We updated our proposal to management by adopting some language from the Engineers’ contract in an effort to reach a compromise that allows Union Reps the ability to enter the hospital, observe working conditions to ensure the contract is being followed and to resolve grievances.
- **Retirement** – We gave management our proposal on retirement where we proposed to maintain the current 401(a) and 401(k) programs. On retiree health we proposed to keep the existing retiree health reimbursement program and that the hospital offer a Medicare supplemental program which retirees can purchase at the group rate. This was our final economic proposal and the final proposal we had not yet made. All issues are now on the table.

Next Bargaining Sessions

Our next bargaining sessions will be January 10 and 11 and February 6,7 and 8. Times and locations are to be determined.

