

The Bargaining Committee recommends ratification.
This is an overview of the Tentative Agreements.
Refer to actual tentative agreements for more information.

Synopsis of 5058 contract

3.02 Staff Development

- Continued 12 weeks of orientation for new graduated nurses. (MH proposed 8 weeks)
- Have a primary preceptor, employee will NOT be considered in staffing numbers.

3.04 Staffing

ED Staffing

- 11p – 7 am 2 RNS minimum triage staffing assignments
- PEDI ED RN 1 Triage Pedi RN 1pm to 1 am.

BSN Professional Growth/tuition reimbursement

- RN's hired before 11/1/13 no Bachelor requirements
- RNS hired 11/1/13 – 10/31/15 must obtain a BSN within 5 years.
- RNS hired 11/1/15 must obtain BSN within 3 years
- During the 5 or 3 years if employee cannot complete due to extenuating circumstances may ask for extension.
- RN's who achieved a BA or currently engaged in BA program, have no BSN requirement.
- Status II and III will get 100% of cost of tuition up to \$2500/\$1250 in a year respectively.

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4.07 Weekend Program

- Baylor Program will get health benefits

5.04 Seniority Lost

- Seniority is maintained for 60 days should employee leave bargaining unit.

5.10 A Posting of Positions and Transfers

PTO accrual

Effective 1/1/14 for new hired, reinstatements, newly benefit eligible, transfers.

0-4 years 0.07692 up to 2080

5-9 years 0.09615

10 years or more 0.11538

- Exception: If you transferred to benefit eligible between 10/31/13 and 10/31/15 and you have less than 10 years seniority, you will maintain higher level of accrual.
- If you have more than 10 years seniority, you may transfer to benefit eligible at anytime and retain your level of PTO accrual.

11.01 Resignation

Resignation time frame for notice to give employer is 4 weeks.

11.06 TUITION REIMBURSEMENT

For status II & III 100% reimbursement for each course per calendar year up to

Status 2 \$2500/ Status 3 \$1250

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SMART SQUARE

In patient and ED Only

Articles 4, 6 and 9

CORE STAFF RESOURCES

Status I, II, III employees (excluding Float Pool) working within their budgeted FTE commitment in their assigned work area.

CONTINGENCY STAFF RESOURCES:

– ALL Internal Float Pool employees (regular or Per Diem), ALL employees working above their budgeted FTE or into Overtime, ALL employees working a shift selected via the Open Shift program, ALL Per Diem employees (unit based or float pool), and ALL external agency resources.

PER DIEMS:

Required to work 96 hours in a quarter 90 day period including 24 hours on weekends, does not have to be consecutive. Shifts are defined as a minimum of an 8 hour shift.

If PD works in dept. with closed weekend units & have call requirement. Will be required to do 24 call hours on a weekend with a minimum of 8 hour shifts until 24 hrs reached.

SCHEDULING

Cyclic and Self-Scheduling depending on current practice.

- No flexing
- Core staff: your regular scheduled time up to you FTE.
 - EXAMPLE status I- 36-40 hrs, status II 20 hrs but less than 36., status III 19 hours.
- Float Pool, PD on temporary assignment

Pre-posting originally original needs

- Unit Specific
- No Incentive
- Can be floated within districts in section 6.06
- Bumping rights based on seniority
- Per DIEMS may sign up for a max of 4 shifts.
- Full shift bumps partial shift bid regardless of SENIORITY
- During this sign up time SENIORITY prevails.

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Open Shifts formerly additional needs

- Is after open shift posting
- First come first served basis not seniority based
- Shifts approved in real time
- DEPLOYABLE won't know where your working till day of.
- Signing up for OT during this period you are doing so knowing you are deployed where needed
- Incentives range from \$8-\$12
- \$ attached to shift will be greater the further out an employee signs up.
- Areas of deployment based on competencies
 - Competencies based on same criteria for current E-shift.
 - BU employees have right to adjust their competencies

Order of Floating:

- Outside Agency
- Volunteers
- Open Shifts with Incentives (reverse seniority)
- Per DIEMS on overtime
- Pre posting staff
- Core Staff by reverse seniority (CORE with 10 years BU seniority as of 11/1/15. If RNS with equal or greater than ten years agree to float will get \$8 hour and with less than 10 years get \$5.00 hour.

Cancellation of extra shifts by employer 1 ½ hour prior to commencement of shift

- All non BU members, non contracted agency & extra shifts of Agency
- Open shifts with incentives (reverse seniority)
- Per DIEMS in OT
- Pre posting (reverse seniority)
- Previously denied PTO shall be offered and may be taken upon mutual agreement.

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Floats I, II or III

- SHIFT are 8-12 hrs in duration
- Weekend shifts are Friday 7p to Monday 7am
- 14 Current float pool RNS based on seniority will be given 1 time option of maintaining no weekend, no holiday and no incentive.
- Float RN's hired before 10/31/15, except the 14 who opt out, will work weekend requirement but no holiday and will receive incentive.
- RN's who go into the Float Pool after 10/31/15 will be required to work every other weekend. These RNS will receive the incentive

Float pool differential

work in either 1 but up to 4 specialty areas: Med/Surg, Critical Care, OR, ED in either Adult or Children's Hospital

- Tier 1 is considered 1 specialty \$5
- Tier 2 is considered 2 specialties \$6
- Tier 3 is considered 3-4 specialties \$7

Per Diem (Status IV) Float Pool Differential:

Staff shall receive a differential based on number of total shifts and weekend shifts committed to work. Differential is in addition to base, shift and any weekend differentials.

- Tier 1 - \$8.00 per hour: must work two (2) shifts per four week schedule with a minimum of one weekend shift
- Tier 2 - \$10.00 per hour: must work three (3) shifts per four week schedule with a minimum of two weekend shifts
- Tier 3 - \$12.00 per hour: must work four (4) weekend shifts per four week schedule

Article 22 Duration

July 31, 2017

Side Letter 6 Seniority of BU employees who transfer between hospitals

BU employees will maintain 100% of their BU seniority if they transfer to a position between JSUMC and SOMC.

PACU Side Letter: see Tentative Agreement for full details