



### Summary of the Local 5138 Contract Agreement – What We Won

Contract Article	Agreement
Article 9.08 Wage	2.5 % Merit Increase
Article 27 Duration	1-year Contract expires July 31, 2018 at 7 am
Article 17 Health Insurance	Current plan is maintained, 85/15 % split on any increases No change in plan design for term of agreement. WON joint bargaining on health insurance with PMC, SOMC and JSUMC. Discussion to start in 30 Days Health Insurance Assistance Program: see attached document
Article 9.08 ME-TOO	Me-too clause maintained for all legacy hospitals ; Any increase in Bonuses or market rate adjustments will also apply to you
Joint bargaining	Bargaining over common issues with PMC , SOMC and JSUMC
Article 7.03 Orientation	Every effort will be made to schedule the new float pool RN employee with a unit-specific preceptor for the length of the orientation on the unit.
Article 9.13 Float Pool program	Every effort will be made to hire float pool nurses with a minimum of one year experience as an RN (this will not effect current float pool RN's)
Article 10.03 Cancellation of extra shifts by hospital	RNs must provide up-to-date contact information to their manager via email.
Side letter Staffing at SOMC	CNE will work with Union President on updating staffing grids.  If a staffing pattern or issue is raised, Mgmt must meet with effected nurses and the local leaders.
Article 10.10 PD at SOMC	PD to schedule during self-scheduling before covering for employees

## The HMH Proposals We Defeated

**Defeated:** Employer wanted to increase the amount of time needed to cancel extra shift by employee.

**Defeated:** Employer proposed eliminating incentive pay for agreeing to work extra weekend.

**Defeated:** Employer wanted to take away open shift incentive for nurses who had only one competency in their profile and for closed units.

**Defeated:** Employer wanted to reduce PTU from 3.5% to 2.5% and after a discipline the employer wanted to keep the PTU at 1% - quicker discipline for call-outs.

**Defeated:** Employer wanted to limit the amount of winter vacation time to two weeks.

**Defeated:** Employer wanted to exclude SOMC nurses from market raise adjustment, bonuses, or changes in merit pay given Meridian Legacy hospital nurses.

**Defeated:** Employer wanted proof of education credits and wanted RNs to pay up front for classes - wanted to have employees pre-pay for education classes CEU.

**Defeated:** Employer wanted members to make up weekend call-outs and have it count towards PTU percentage.

**Defeated:** Employer proposed a 0.10% - 1% Merit Increase.

**Defeated:** Employer wanted to pre-schedule a charge nurse, and not allow the RN to say no – we were able to maintain voluntary charge RN.

**Defeated:** Employer proposed punitive actions for nurses taking PTO before or after vacation.

**Defeated:** Employer wanted to be able to cancel you at any time prior to shift, with no pay if cancellation occurred within an hour and half prior to start of shift.

**Defeated:** Restricted time off between Christmas and New Year's. Wanted to take away any chance of PTO after holiday commitment fulfilled.

**Defeated:**, Employer wanted to take away flex pay (2 hours), make other changes to flexing.

**Defeated: Employer** wanted on-call RNs to get their own coverage for mandatory on-call/call out coverage for PACU.

# Local 5058 and 5138 Class Action Grievance Update and Questionnaire – We Need to Hear From You

During the negotiations we attempted to reach settlements for three outstanding class action grievances on behalf of our members, but we couldn't agree on settlements. Therefore we will continue toward arbitration and hopefully mutually agreeable settlements. There is no guarantee that an arbitrator will rule in our favor or the employers favor. Please respond to the following questions to determine if you should be a party to the class action grievances. You may send responses by email to [dhorn@hpae.org](mailto:dhorn@hpae.org) or you can mail your responses in the return envelope no later than September 7, 2017.

<b>Name</b> _____	<b>Hospital</b> _____
<b>Phone</b> _____	<b>Email</b> _____
<b>I am currently employed at SOMC or JSUMC: Yes</b> ___ <b>No</b> ___	

## #1 - Health Insurance Grievance:

Our position is that management changed the design of the 2016 health insurance plan without bargaining with the Union. Beginning in 2016, any plan participant who went to an IN-Network provider had to pay deductible and then 30% of costs. This was changed from a Co-pay structure. If this affected you or a member of your family between January 1, 2016 and August 1, 2017 please respond below.

- \_\_\_\_\_ I am/was enrolled in the Health insurance plan between January 1, 2016 and August 1, 2017.
- \_\_\_\_\_ Yes, I visited an IN-Network provider between January 1, 2016 and August 1, 2017.
- \_\_\_\_\_ Yes, I incurred out of pocket costs due to the visit (s) and I can provide EOB statements documenting my costs.  
(we will follow up with you to get this information)
- \_\_\_\_\_ I had the PPO plan in 2015
- \_\_\_\_\_ I had the Inner Circle Plan in 2015
- \_\_\_\_\_ I joined the health insurance plans after January 1, 2016 and before August 1, 2017.



## #2 - Prescription Drug Grievance

In June 2016, the following drugs were excluded from the formulary available to plan participants. Plan participants received two weeks' notice. The Union's position is that changes must be reasonably comparable. If this affected you or a member of your family between July 1, 2016 and August 1, 2017 please respond below.

Type of Drug	Prior to July 1, 2016	Between 7/1/16 & 8/1/17
All Brand Nonsteroidal Anti-Inflammatory medications (including Celebrex and Pennsaid)		
Vimovo and Duexis		
Glumetza and Fortamet		
All Brand Proton Pump Inhibitors (Ex: Nexium, Prevacid, Protonix, etc...)		
Generic Zegerid (Omeprazole/Sodium Bicarbonate combinations)		
All Brand Tetracyclines (Ex: Acticlate, Monodox, Adoxa, etc...)		
All Brand Nasal Steroids (Ex: Nasonex, Flonase, Rhinocort, etc...)		
All Brand Statins (Ex: Lipitor, Crestor, Zocor, etc...)		
All Brand Omega 3's (Lovaza)		
All Brand Testosterone Gels (Ex: Androgel, Testim, Axiom, etc...)		
All prescription kits containing one or more OTC ingredients		

- \_\_\_\_\_ Yes, I was/am taking one of these drugs at the time of the change in July 2016. Please mark all that apply.
- \_\_\_\_\_ Yes, I was/am taking one of these drug prior to August 1, 2017. Please mark all that apply.
- \_\_\_\_\_ I was not able to find a suitable alternative and I have taken the excluded medication at my own expense and can provide documentation. (we will gather the information later)
- \_\_\_\_\_ I was not able to find a suitable alternative to the above medication but am no longer taking the excluded medication.



### #3 - Market Rate Adjustment Grievance

It is the Union's position that the MRA given in November 2015 was incorrectly calculated for members whose base rate fell below the new hire rate based on their years of experience. In 2015, management gave raises based on years at Meridian, which meant new hires might come in at a rate higher than their equally experienced coworkers. Please review the following criteria to see if you may be a part of the class action grievance. Rates of Pay are listed in Appendix B of the Contract. If you responded to this grievance in the past, we already have your information and don't need to give it again.

- \_\_\_\_\_ I was employed on or before November 1, 2015 at SOMC or JSUMC
- \_\_\_\_\_ My base rate was below \$38.65 after the November 2015 raise.
- \_\_\_\_\_ My base rate is below my years of experience on the new hire rate, as of November 2015.

**If you checked ALL of the questions above, then you are part of the class action grievance.**

- My base rate in November 2015 was \_\_\_\_\_.
- My base rate is currently \_\_\_\_\_.
- My seniority date is \_\_\_\_\_.
- My years of experience as an RN as of November 2015 \_\_\_\_\_

## LET US KNOW IF YOUR PTO REQUEST HAS BEEN DENIED

Our contract contains provisions on the use of Paid Time Off (PTO) which ensure that requests are handled fairly and in a timely fashion.

If you feel that your PTO request was unreasonably denied, we need to know. Please fill out an online report form to provide us with the relevant information about the denial of your PTO request. Go to <http://www.hpae.org/resources/local-5138-denial-pto-report-form/> to fill out the form.

# Get More Involved in Your Union!

Join a team to make sure the protections we won in the contract are enforced, and continue fighting to make our hospital a better place to work and heal.



## New Nurses' Caucus

For people that just started their nursing career in the last couple years, or are new to SOMC. Welcome to our hospital and our union! Lets come together to discuss our needs and priorities, and figure out how to address them.

For more info contact **Sarah Giskin** at [sgiskin@hpae.org](mailto:sgiskin@hpae.org) or 203-901-3782

## Staffing Action Team

Staffing is one of the biggest patient safety issues in our hospital. Join this team to help advocate for solutions to specific staffing problems on specific units, and come up with a plan to make it happen!

For more info contact **Jane Tan** at 609-384-5567