



# **Securing our future**

**HPAE LOCAL 5004**

## **NEGOTIATIONS 2021 SUMMARY OF HPAE PROPOSALS PRESENTED AT MARCH 24<sup>TH</sup>, MEMBERSHIP MEETING**

### **VACATION**

- improve vacation scheduling guidelines.
- expand vacation summer months.

### **HOLIDAY**

- clearer language regarding Christmas and New Year's Day designation.

### **CONTINUING EDUCATION**

- guaranteed paid continuing education days per year.
- quarterly competencies for specific skills per unit
- improve upon skills fair accessibility to all shifts.
- formal mechanism for educating the nursing staff on new technologies/procedures/medications.

### **STAFFING**

- lower staffing ratios in J-1
- increase staff in medical-surgical, maternal-child health, and critical care float teams.
- create a peri-op float team.
- explore initiatives to increase staffing, considering costs.

### **JOINT NURSING PRACTICE COUNCIL (JNPC)**

- strengthen language concerning intent of committee and how it functions.
- include theories on retention of nursing staff into the work of the JNPC.

### **PANDEMIC/CRISIS PROPOSAL**

- process by which a healthcare crisis will be addressed.

### **ON-CALL**

- define when on-call starts for units not currently addressed.
- memorialized in contract that two nurses are on-call for the endoscopy unit.

### **PRECEPTOR REIMBURSEMENT**

- convert preceptor educational credit to a monetary differential.

### **ELECTRONIC SCHEDULING SYSTEM/ACUITY SYSTEM**

- ensure existing contract language is incorporated into these two new systems.

### **TEN/TWELEVE HOUR SHIFTS**

- strengthen language to maintain existence of flex shifts.

### **WAGES**

- a fair and equitable increase, maintaining step system, recognizing longevity.



