

NOTICE TO PARKVIEW REGISTERED NURSES

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with Parkview on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

Your Collective Bargaining Agreement (“CBA”) provides bargaining unit Registered Nurses (“RNs”) priority for overtime shifts over non-bargaining unit RNs. There is no contractual limit to the number of overtime shifts an RN is allowed to work in a pay period other than overtime must be distributed on an equitable basis (*see* CBA Section 1217).

Your CBA prohibits discrimination by Parkview against any RN for union membership, union activities, or any other activities/views in support of or contrary to the Parkview Registered Nurses Association, UNAC/UHCP (“PRNA”) (*see* CBA Section 215, 401-402).

Your CBA requires Parkview to have cause before it disciplines an RN (*see* CBA Section 835).

In recognition of these rights,

PARKVIEW WILL NOT retaliate against RNs for exercising CBA rights, including the filing of grievances, or for engaging in any other activities/views in support of or contrary to the PRNA.

PARKVIEW WILL NOT threaten RNs or otherwise discriminate against RNs for filing grievances, benefiting from grievances, exercising CBA rights, or engaging in other any other activities/views in support of or contrary to the PRNA.

PARKVIEW WILL NOT discriminatorily review the charting or medical records of patients assigned to RNs who are working on overtime shifts. If charting errors occur they will be reported to Human Resources and an investigation will take place. **PARKVIEW WILL NOT** report charting errors directly to the Board of Registered Nursing until Human Resources has conducted a proper investigation.

Dated: 7/11/2012

By:


Stacci Gary, Human Resources Director
Parkview Community Hospital Medical Center

This notice will remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material.