

# BEVERLY RNs PUT PATIENTS FIRST!

Beverly Hospital Registered Nurses Association

## IMPROVING OUR CONTRACT AT BEVERLY!

Our bargaining goals and priorities are simple:

- 1. Quality Patient Care:** As patient advocates our contract must give us the tools and protections to ensure patients receive the best quality patient care. Our goal is to reach an agreement that addresses concerns regarding current patient care practices and one that improves the recruitment and retention of nurses.
- 2. Reflects Our Value:** Negotiate a fair contract that reflects our contributions and worth.
- 3. Organizational Rights:** We are professionals and deserve a contract that reflects this. It is important that we negotiate improvements to our contract.



**Your BHRNA RN Bargaining Team**  
From left to right: Nicole Washington (E.C.C); Susan Justin (CCU); Mirka Bojarzcki (CCU); Ana Sales-Gonzales (CCU); and Isaac Saroia (OR/PACU)

### Open issues/proposals

Issue/Topic	Union Proposal	Management Proposal
Paid Holidays	Have proposed adding two more holidays as paid holidays: Memorial Day and Labor Day. We currently have four paid holidays.	No response
Preceptors	Our proposal has three key elements to it: 1. Precepting assignments would be voluntary. 2. RNs who function as preceptors would receive training. 3. All RNs who serve as preceptors to be paid \$3 dollars per hour above RN straight time rate of pay for all hours of work spent in a preceptor capacity.	No response
On-Call/Call Back pay	Proposed increasing the on-call/call back pay rate from the current \$6 dollars per hour to \$10.	No response

over for side 2



## Open issues/proposals

Issue/Topic	Union Proposal	Management Proposal
Pay for continuing education hours	Increase pay for continuing education hours from 15 hours per calendar year to 26 hours for fulltime RNs and to 16 hours from 8 hours per calendar year for part-time nurses.	No response
Sick Leave Reserve (SLR)	To increase the SLR cap by 100 hours, from 300 to 400 hours) and for RNs who leave Beverly to be paid out 50% of accrued SLR when leave.	No response
Floating	Our proposal improves patient care and safety. It includes additional protections and requirements for RNs who may be asked float. Tele to the ICU. Would be... <ul style="list-style-type: none"> <li>• A RN would have to be at the hospital for 12 months before</li> <li>• Would be crossed trained</li> <li>• Would only be asked to performed duties for which current competency has been validated.</li> <li>• Would be sufficiently oriented</li> </ul>	A counter proposal was presented during the last bargaining session on February 19 and management has expressed a desire to work on this issues.  Our bargain team is still analyzing what was proposed by the hospital.
Length of the contract	3 year contract	Have not proposed a specific contract length.
Compensation	Have not made a proposal or responded to the hospitals initial offer yet.	The hospital made a wage proposal. The Union is still analyzing the proposal.
<u>Benefits</u> Health, dental, and Insurance plans	Have not made a proposal yet. We plan on making one in the near future.	No proposal to date.

## Tentative Agreements: The following agreements have been reached.

Article/Section	Topic	Summary
Section 310	308 - Union Business; Union Convention	Corrected formatting Issue. No loss in protection or benefit
Section 1135	Separation Agreement and General Release	Removed conflicting language. No loss in protection or benefit.
Section 316-318	New Employee Orientation	Newly hired Beverly RNs will have the ability to learn about the rights and protections contained in our contract and their union. A representative of the union will be given 30 minutes at the end the hospital's new nursing orientation program to make a presentation.
Section 814	Arbitration	Reached agreement on new language that directs the arbitrator to set forth all reasons for a decision he or she may make when they issue a ruling.
Article 23 (2301- 2302)	Notices	Modified notices section. Removed individual names that notices were required to be sent to.
Section 206	Union Membership	Continued to grandfather those who choose not to pay dues and updated the contract.
Sections 214 - 218, (new)	COPE	In our new agreement RNs will have the ability to voluntarily participate in the Union's political action program by authorizing the employer to deducted money from their pay checks to go directly to politics. This is option and will only effect those members who signed a special card.