

Bargaining Update

March 24, 2015

On February 25, 2015, UHS management provided the Union a new contract proposal titled "Safe Harbor for Clinical Concerns." Management came to the bargaining table on March 24 with a new version, citing the need to remove the complicated legal language from the contract.

Your RN Bargaining Team reviewed and discussed UHS management's revised proposal in detail and provided a counter proposal which included much of UHS management's original language. See the comparison below.

What is safe harbor?

Union Counter Proposal

- Good faith objection to assignment
- Report to shift supervisor/state nature of objection
- If assignment is not altered & if RN performs assignment to best of ability, RN will not be subject to discipline for executing assignment
- If any liability ensues, Hospital to indemnify & hold RN harmless for execution of instruction unless intentional misconduct by RN is demonstrated.
- Staffing Objection Form (incorporated into Contract) for RN to complete and give to direct supervisor or house supervisor
- Staffing Objection process does not give RN the right in any way to refuse a **legal assignment or instruction.**
- Follow up for RN-Copies to supervisor, Union and copy for RN
- Plan to correct staffing objection – Monthly meeting with management to review, discuss and implement agreed changes to correct staffing issues
- Guarantee to maintain patient confidentiality and HIPAA

UHS Management Proposal

- Good faith objection to assignment
- Report to shift supervisor/state nature of objection
- If assignment is not altered & if RN performs assignment to best of ability, RN will not be subject to discipline for executing assignment
- If any liability ensues, Hospital to indemnify & hold RN harmless for execution of instruction unless intentional misconduct by RN is demonstrated.
- Management provided form (incorporated into Contract) for RN to complete and give to direct supervisor with a copy to the house supervisor.
- **Safe harbor process does not give RN the right in any way to refuse an assignment or instruction**
- **Follow up for RN: NONE!**
- **Plan to correct staffing objection: NONE!**
- **Management proposes the above only if RNs agree to incorporate a gag order into the contract. A gag order would mean RNs are prohibited from talking to the media regarding safe harbor issues.**

What is safe about that? Union nurses demand openness, transparency and solutions! Safety begins by listening to your nurses!

