

Charge RNs Will Remain in Bargaining Unit

March 9, 2011

For RN Members at Encino Hospital Medical Center

During one of our first bargaining sessions, Prime management asked us to approve language that would allow Prime to take charge RNs out of our Union at any time. Prime argued some of their job duties could possibly be supervisory.

Since then, Charge RNs signed petitions to stay in our Union and our Bargaining Team discussed Charge RNs concerns with management during negotiations on March 4.

It paid off to take a stand! Management has agreed to sign off on language stating they won't challenge the Bargaining Unit status of any employee covered by our new agreement. Management also agrees not to claim that any employee in our Bargaining Unit exercises supervisory authority or assign duties to or remove direct patient care duties from any RN for the purpose of removing that employee from our Bargaining Unit.

'No Change' Articles

On March 4 our team and management also signed off on many of the "no change" articles: preamble, job vacancies, posting and bidding (minor changes), management rights, and employment and income security.

Past Practices

Management in our last session gave us a proposal that they would no longer recognize past practice. Our Bargaining Team asked RNs to inform them of current past practices so that we can get it recognized in the contract. One known past practice that our team made a proposal on is the per diem work schedule:

Eight (8) hour employees will be available for a minimum of four (4) shifts per month including two (2) weekend shifts; Twelve (12) hour employees will be available for a minimum of two (2) shifts per month including one (1) weekend shift.

Health Benefits Survey

Be sure to fill out the survey on health benefits so that we understand what is most important to you. You can get your copy of the survey from a Bargaining Team member.

Takeaways

Prime has made another take-away proposal, this one focusing on Article 8 of our contract.

Patient Care Committee

- One hour instead of two
- Four RN participants instead of six

Joint Practice Committee

- An end to the Joint Practice Committee
- No arbitration for staffing disputes that are brought to the Joint Practice Committee.



The Encino Hospital Patient Care Committee is held every second Wednesday of the month from 10 a.m. to 12 p.m. Please join us to observe and show your continued support of this committee.

For more information, please contact a member of our Bargaining Team:

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