

CWA Final Bargaining Report

Article Number	Article Name	Summary
<u>SJC RN</u>		
SJC RN 1	Recognition	<ul style="list-style-type: none"> Language clean up, the employer agrees to provide bargaining unit membership lists biweekly. (previous practice was monthly).
SJC RN 2	Union Representation	<ul style="list-style-type: none"> If the employer knows that pulling a steward or officer off their unit will cause a staffing concern, they will contact the local. The union will be granted access to hospital conference rooms when requested and approved in advance, for the purpose of conferring with bargaining unit employees regarding grievances and administration of the contract.
SJC RN 3	Categories of Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 4	Per Diem Employees	<ul style="list-style-type: none"> Per Diem employees will not be allowed to work more than 4 shifts per month except to cover absences related to PTO, DBL, Workers Comp, or Leave of Absence.
SJC RN 5	Weekend Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 6	Temporary Employees	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 7	Seniority	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 8	Downstaffing/Temporary Reductions	<ul style="list-style-type: none"> No increase in the current mandatory downstaffing amount. Employees will be offered the opportunity to float to another department if needed; however, this will not result in the downstaffing of another employee in another unit. In the peri-op depts, the employer may notify the employees up to the day before.
SJC RN 9	Layoff and Recall	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 10	Vacancies, Job Bidding, and Transfers	<ul style="list-style-type: none"> Deleted - Moved to Common Table
SJC RN 11	Hours of Work	<ul style="list-style-type: none"> In the case of a variable start position, seniority will be the determining factor.

		<ul style="list-style-type: none"> • Final work schedules will be posted at least 4 weeks in advance. • Final work schedules may only be changed with the knowledge and agreement of the supervisor responsible and the affected employee(s), or to fill open shifts. • If balancing of the schedule is required agency will be moved first; if further balancing is required, it will be done by inverse seniority before posting of the schedule. (No one should have their schedule changed once it is posted, unless they agree to the change). • When extra shifts are available, they will be posted on the needs list for 7 days. After the 7-day period ends, and not before, the shifts will then be awarded. • Full shifts will be awarded before partial shifts. • Paid 15-minute breaks cannot be taken within the last hour of the shift. • Employees will be paid for all hours of mandatory in-service. (If the in-service/class is scheduled for 8 hours and you are released early, you will be paid for the full 8 hours you were scheduled.) Employees will also be allowed to pick up extra hours to make up the difference between the hours in their regular shift and hours in a mandatory in-service program, or they may use accrued unused PTO to cover the difference in hours. • It is expected that employees will make every effort to complete CBLs during hours of work, but those who complete CBLs on their own time will be paid for their time but must obtain prior approval from the manager/supervisor.
SJC RN 12	Extended Shifts	<ul style="list-style-type: none"> • Extended shifts beginning before 11 am and continuing after 7 pm will also include an additional 20-minute meal period between 5 pm and 7 am. (ex 9a-9p shift would get one 15 min break, 30 min lunch, and an extra 20 min meal period.)
SJC RN 13	Shift Rotation	<ul style="list-style-type: none"> • When shift rotation is necessary, agency personnel will rotate first. • The employer will then seek to fill off-shift with per-diem nurses.

		<ul style="list-style-type: none"> • If no per diems are available, the employer will request volunteers. • If no volunteers day shift will be rotated in inverse seniority, but only after the off-shift holes have been offered on the needs list. • The least senior nurse will complete their maximum number of rotation shifts prior to moving to the next least senior. • Nurses with 0-14 years have a maximum of 3 shifts per schedule period (month). Nurses with 15 + years will have 0 (zero). • Shift rotation will not occur if it will leave the day shift short.
SJC RN 14	Floating	<ul style="list-style-type: none"> • When there is a need to float to a unit for which the employee is not competent and staffing needs exist elsewhere in the facility, the employee will be offered the opportunity to be resourced. Staff that resource will only be assigned to complete work that they have been trained/oriented to do. • It is understood that the employee will not be given the sole accountability for a patient or assignment if the employee is not competent to care for the patient or complete the assignment. • Employees have the option to complete the full orientation. • Employees will not be required to float more than once per shift; the exception will be that employees may be returned to their home unit to complete their shift. • The employer will attempt to provide coverage for the home unit by soliciting volunteers who are not scheduled before assigning an employee to float. • Employees picking up extra time/overtime on their home unit will not be floated. • No floating will occur if the floating will short-staff one unit to make the other whole. • Employees will not be preassigned to float.

SJC RN 15	Health and Safety	<ul style="list-style-type: none"> • Up to 2 bargaining unit representatives from each bargaining unit selected by the union will be on the employer's Health and Safety committee. (This is an increase from the current practice) • The committee will meet at least once every month, and union representatives shall be compensated for time worked for time spent in committee meetings and for time spent on mutually approved assignments/projects as determined by the committee. • No employee shall be expected or permitted to work under conditions that will create an immediate and unduly hazardous threat to their safety or health. • It is the employers' and unions' objective to maintain an effective and ergonomic program, including but not limited to a "minimal lift" and "no lift" work environment.
SJC RN 16	Parking	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN 17	Cafeteria Discounts	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN 18	Shift Differential	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC RN 19	Employee Access to Union Representation	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC RN 20	Paid Time Off (PTO)	<ul style="list-style-type: none"> • Current holiday rotation procedures in departments that meet the needs of the department shall continue. • Should a department or unit be closed on a holiday, the employee will have the option of taking the day with or without PTO. • Full Vacation weeks will be granted before single PTO days • Single PTO days will not count towards the maximum prime time limit. • Should there be remaining weeks during prime time, the manager will offer an additional prime time week to staff beginning with the most senior. • In all cases sufficient PTO time must be available when the approved period of time off arrives. If the employee does not have sufficient time available then they may be required to work all or part of their regularly scheduled hours as needed.
SJC RN 21	Work In Progress	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN 22	Staffing Committee	<ul style="list-style-type: none"> • Language clean up, no significant changes.

SJC RN 23	Call-In Pay	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN 24	Staff Lounge	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC RN 25	Dress Code	<ul style="list-style-type: none"> • Deleted - Moved to Common Table
SJC RN 26	Complete Agreement	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN MOU 1	Recognition	<ul style="list-style-type: none"> • Language clean up
SJC RN MOU 2	Nurse Interns	<ul style="list-style-type: none"> • Deleted
SJC RN MOU 3	Self-Scheduling	<ul style="list-style-type: none"> • Deleted - moved into hours of work
SJC RN MOU 4	Variable Start Positions in the Emergency Department	<ul style="list-style-type: none"> • No change - Current Contract
SJC RN MOU 5	Seniority Dates	<ul style="list-style-type: none"> • Deleted