

NEW 12-MONTH CONTRACT RATIFIED!

The results are in, and we voted by a 99% margin to approve our new contract! Congratulations!

Next January we will be back at the bargaining table to finish what we started earlier this year. In the meantime, a 3.25 percent wage increase will be implemented retroactive to April 12.

When the statewide lockdown began on March 19, bargaining came to a standstill. Our contract campaign at FVRMC was now impacted by a worldwide crisis of unprecedented magnitude.

But we never waiver. Our Bargaining Team's top priority was reaching a short-term agreement to improve the standard of living for our members during a historic pandemic, when we couldn't even meet or bargain with management for the foreseeable future.

We believe we made the correct decision, and the overwhelming vote approving the contract demonstrates our unity. We have a lot more to accomplish and will be working together to win what we deserve when we restart bargaining in January.

Please review the back of this leaflet for a summary of improvements and rights that are now effective.



WORK SAFE!

We've dealt with many health and safety issues related to COVID-19, and there will continue to be issues, and new situations, as the hospital begins to reopen. Management must follow the contract, so make sure you are familiar with it, especially as it relates to flexing.

We have a subcommittee of Stewards and Bargaining Team members who are meeting regularly to address these types of issues. Make sure you keep your stewards informed of any issues so you can work together to hold management accountable.



NUHW NATIONAL UNION OF
HEALTHCARE WORKERS



NEW IMPROVEMENTS IN THE CONTRACT

Article 2: Union Rights: New additional rights: Members will be able to post Union notices, newsletters, and information in employee breakrooms. If you do not have an employee breakroom, a space shall be provided for posting Union information in your work area. The Union stewards will have 30 minutes during new employee orientation to provide information about the Union to new staff; the Shop Steward Council will have 32 hours per month to utilize for meetings/trainings, and access to conference room meeting space has been expanded.

Article 4: Seniority: New additional rights: In the event of a lay off: if you are the least senior employee in your classification and are laid off, you can move into another position if you worked in that position within the last 12 months.

Article 5: Job Vacancies, Posting/Bidding: New additional rights: If an employee has a written warning or anything greater in their file within the last 12 months, this will not “automatically” mean that you cannot be promoted or awarded a new position. Job postings for new positions will be published in the weekly HR communications with a link to the job.

Article 7: Harassment: New additional language: Employer commits to an environment free of intimidation and/or retaliation.

Article 10: Discipline: New additional rights: No disciplinary document shall remain in your file beyond 12 months — this time frame was reduced from 18 months. If you are placed on an investigatory suspension and it exceeds seven calendar days, you will automatically be paid your regular schedule for any time you remain suspended after the initial seven calendar days. In the event management wants to hold an “investigatory” meeting that may result in discipline, they must tell you upon notification why the meeting is being scheduled and be clear that the meeting is investigatory, which gives you the right to have a shop steward present.

Article 13: Wages: Retroactive to April 12, all full time, part time and per diem NUHW members shall receive a 3.25% wage increase to their base hourly rate.

Term of Contract: Expires May 4, 2021

**BARGAINING FOR OUR NEW CONTRACT WILL
BEGIN IN JANUARY 2021 — STAY TUNED!**