

| BU | Article | Name | Summary |
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| RN Pro | X | Hours of Work and Overtime | <ul style="list-style-type: none"> • Saved the guaranteed work week • Saved break time • Gave up daily overtime |
| RN Pro AP | XI | Salaries | <ul style="list-style-type: none"> • COLAs – none in 2012, reopeners in 2013 and 2014 • Steps – maintained steps; step movement is frozen for 26 pay periods beginning March 1; reopener June 2012 • Shift Differential – Saved shift differential on non-productive time • On-call for job basis – added language from grievance victory (RNs and Pros) • Saved \$50 biweekly (Pros) |
| RN | XII | Paid Educational Leave | <ul style="list-style-type: none"> • (3) education days – frozen until September 30, 2014 |
| RN Pro AP | XIII | Vacation and Leave | <ul style="list-style-type: none"> • Saved PL and extended illness systems • New “bereavement” language • Administrative Leave (4) PADs in contract Holiday AD is suspended until September 30, 2014 • Leaves for Union business improved |
| RN | XVII | Orientation, Crosstraining and Floating | <ul style="list-style-type: none"> • Clarified process; maintained “mutually signed checklists;” Assigned preceptor/mentor including frequent “check-ins” Evaluation by the orientee at the end of shift • Float Pool Nurses – must have one year experience • Saved \$2/hour Float Pool differential |
| RN Pro | XVIII XVII | Reassignment, Layoffs, Recall and Reemployment Rights | <ul style="list-style-type: none"> • Reassignment language brought into contract • Layoff procedure <ul style="list-style-type: none"> - Lists changed from A,B,C to A and B - Bump within specialty areas first - voluntary demotions to stay in unit - CCC, PT placement, Nurse Educator, etc. to bump back to area where they last held permanent status • Recall – keep seniority and extended illness bank • New ARNP bumping based on certifications • Furloughs – no more from March 1 to September 30, 2013; In 2014, only after 21-60 days public notice, and with FRB approval system wide • MOU on furlough for February 2012: 16 hours; • No more than 64 hours total furlough <ul style="list-style-type: none"> - employees may buy back last 8 hours with PL - we drop grievance |
| RN Pro AP | XIX XVIII XVII | Contracting Out | <ul style="list-style-type: none"> • Improved slightly to allow 30 days for the union to present an alternative that must be considered |

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| RN Pro AP | XXI XIX XVIII | Group Insurance | <ul style="list-style-type: none"> • Suspend \$10 per pay period flex & \$1000 flex until September 30, 2014 • Maintain 5% contribution “no contributions when not in pay status” Reinstated January 2014 unless management reopens, then go to County Commission • Public Protection Plan – hold management accountable and potential to decrease 50% |
| RN Pro AP | XXVII XXV XXIV | Assignability of Contract | <ul style="list-style-type: none"> • Must inform prospective purchases, mergers, etc. of Union contract • Must recognize Union and assume the CBAs |
| RN Pro APs | XXIX XXVI XXV | Miscellaneous | <ul style="list-style-type: none"> • Language on settling grievances and MOUs |
| RN Pro APs | XXXIII XXIX XXVIII | Pension Benefits (In contract for the first time) | <ul style="list-style-type: none"> • 3% employee contribution for PHT pension (same as FRS) • New hires only for changes • No COLA after July 1, 2011 for retirement benefits • Averaging of 5 years to 8 years for new hires only • “mirroring” of FRS |
| RN Pro AP | XXXIV XXX XXXI | Empowerment Programs | <ul style="list-style-type: none"> • 8 FTEs/one million dollars • Expert/consultants will be fully integrated • Efficiencies \$15 million – CMS/Efficiencies • PL Accrual down by 1.54 hours per payroll • Reevaluate September 29, 2012 <p>If make \$15 Million, get PL back; if fall short, pay back the difference; if exceed, lower 5% contribution to healthcare</p> <ul style="list-style-type: none"> • New Efficiency Task Force structure • Gain sharing of last year’s money |
| | | Absentee Policy Changes | <ul style="list-style-type: none"> • 4 occurrences, 5 in 6 months is a violation • No retroactivity • Consider definition of pattern |