

Rec'd from MNA
4:10 PM
5/20/13

MNA Comprehensive Package Proposal

Off-the-Record

May 20, 2013

1. Staffing –

- Staffing – modified see attached
- Resource/Charge RN – modified see attached

2. RN Job/Work Protections -

- Subcontracting – MNA #3; modified

New Article. Subcontracting.

The Hospital will not contract out bargaining unit work in core service areas. For the purposes of this Section, core service areas are defined as inpatient units, OR, PACU and the Emergency Department. Nothing herein shall limit the Hospital's right to use travelers, temporary/casual, agency and/or leased nurses.

3. Benefits –

- Retiree Prescription Drug coverage

4. Wages –

Modify as follows:

Effective April 6, 2012 –

- 1% across the board wage increase and increase all scales by 1%, including per diems

Effective April 6, 2013 –

- 1.5% across the board wage increase including per diem RNs and increase all scales by 1.5%

Effective April 6, 2014 –

- 2% across the board wage increase including per diem RNs and increase all scales by 2%

Contract expiration – two years from ratification

5. Retirement Benefit-

Option 1:

Modify the current pension:

Change "five (5) highest consecutive earning years" to "ten highest consecutive earning years"

Add:

The parties agree that there will be no pension proposals for ten years from the date of ratification.

Option 2:

Effective January 1, 2017, the Defined benefit pension plan will be amended as follows:

DEFINED BENEFIT PENSION PLAN

Monthly pension at age 65 earned for employment prior to January 1, 2017

- Benefit accrued as of December 31, 2016 based upon the terms of the plan currently in effect.

Monthly pension at age 65 earned for employment after December 31, 2016

- 1.25% of each year's pensionable earnings divided by 12, not subject to any cap on years of credited service.
- Pensionable earnings includes total annual pay.
- 3 years vesting for all RNs

Also effective January 1, 2017:

401(k) Plan

401(k) match is increased for 25% to 50% on every dollar contributed up to 4% of compensation.

Add:

The parties agree that there will be no pension proposals for ten years from the date of ratification.

6. Recognition – MNA #37 –

Article II. Section 2.01 General Recognition

Delete and replace the first paragraph with the following:

UMass Memorial Medical Center recognizes the Association as the sole and exclusive collective bargaining agent for the purposes of establishing wages, hours, and other terms and conditions of employment for regular full-time, regular part-time and per diem bargaining unit nurses (listed in Appendix A) employed at all of its locations including the:

- a) 55 Lake Avenue North, Worcester
- b) Psychiatric Treatment and Recovery Center (PTRC) Queen Street
- c) Fitchburg Family Practice, 47 Ashby Road, Fitchburg

and excluding managerial employees, supervisory employees, confidential employees and students. In the event, the Employer establishes any new services at any location or moves any existing services to any location, this Agreement will apply. (Modify Article XXIX to conform).

5/20/13

MNA Off The Record Staffing Package Proposal:

The parties acknowledge a joint commitment to safe, quality patient care.

1.
 - Current day shift assignments include a mix of four and five patient assignments on the medical surgical floors.
 - Current evening shift assignments include a mix of four and five patient assignments on the medical surgical floors.
 - Current night shift assignments include a mix of four, five, six, and sometimes seven patient assignments. All seven patient assignments on the night shift will be phased out within twelve weeks of ratification. If the night shift Resource nurse takes more than a 3 patient assignment then no other night shift nurse will have more than a five patient assignment, within 24 weeks of ratification.
 - This agreement will not result in the erosion of any current mix of assignments.
 - Add: "Critical care patients will receive the same level of care regardless of their location in the medical center."
2. Emergency Department
 - Add 2 RNs days and evenings and 1 RN nights 7 days per week;
 - Add 1 RN, EMH 24/7
3. Add 1 Critical Care Stat RN 24/7 – for a total of 2 Critical Care State RNs 24/7
4. Resource as follows:

Med-Surg/Tele –

3E, 3W, 4E, 4W, 4Admissions, 6E, 6W, 7E, 8W, and any overflow area

7-3 and 3-11 – no more than 2 patients

11-7 – up to a 5 patient assignment

Stepdown:

3Lakeside

24/7 – no more than 1 patient

ICU's:

Lakeside2ICU, Lakeside3ICU, 3ICU, 5ICU, 6ICU, 7ICU

24/7 – 1 patient appropriate for a 2 patient assignment

Emergency Dept:

North, South, Main ER 24/7 – (3) no assignment

Pedi- Reduced assignment

EMH- Reduced assignment at the discretion of the Resource RN

OR:

Main OR

24/7 – no assignment

PACU:

24/7 – no assignment

SACU:

No assignment

Pediatrics:

5E

7-3 and 3 -11 - No more than 2 patient; nights – reduced assignment at the discretion of the resource nurse

Psychiatry:

PTC and 8 East-

7-3 and 3-11- no more than 3 patients

11-7- reduced assignment; no fewer than 3 RNs every night

Specialty Areas:

Dialysis – days and evenings by acuity*

Cath Lab – no assignment*

Endo – no assignment*

BMTU – by acuity*

Hem Onc/Infusion Center/ACC 6th Floor - 4 patients

***status quo**