

HPAE Local 5141 Contract Proposals



Submitted November 19, 2009

The Union reserves the right to modify, add to, delete, or otherwise revise its proposals during the course of the negotiations.

5.05 Weekend Work Requirement #48

Weekend work requirements of an existing position shall not be increased unless the affected employee agrees to the change. The foregoing does not limit the Hospital's right to hire new employees with the understanding that they shall have greater weekend work requirements than other employees in the same department/unit; however, no full-time or part-time employee who works eight (8) hours shifts shall be required to work more than every other weekend. Full-time and part-time employees who work twelve (12) hour shifts will not be required to work more than three (3) weekend shifts (on alternating weekends) in a four (4) week schedule. An employee may agree to work additional weekend shifts.

Employees who work in unit or departments where weekend work requirements are less than the above shall continue to work weekend shifts as per current practice.

Employees who work in units or departments that are not open weekends shall not be required to work weekends. In the event the Hospital determines that such units or departments shall be open weekends, the hospital and the union will negotiate a weekend work requirement.

Employees will not be required to make up missed weekends.

A weekend off, for the purpose of this section, is defined as two (2) days – Saturday and Sunday for the day and evening staff; Friday and Saturday or Saturday and Sunday for the night staff.

A weekend day worked, for the purposes of this section is defined as Saturday or Sunday for the day and evening staff; Friday or Saturday OR Saturday or Sunday, for the night staff.

6.04 Wages and Experience Recognition #58

All employees will be placed on the wage schedule (Schedule ___) after being given recognition for all appropriate experience, both current and prior. One (1) year of credit will be given for every one (1) year of experience as defined below. Employees must submit documentation of such experience at the time of hire, or by mutual agreement within a reasonable time thereafter.

Experience Definition: Experience shall include all Newton Memorial Hospital experience as well as all prior experience in:

- Acute care hospitals
- Long term care facilities
- Public Health
- Home health
- Mental health facilities
- Doctors' offices if such experience is directly related. The determination if such experience is related will be made by the Hospital.

All employees will move one step on the wage schedule on the anniversary of their date of hire.

7.12 Bereavement Leave #78

Full-time employees are entitled to up to three (3) days paid leave at their regular compensation rate due to a death in the immediate family. Part-time employees are entitled to a pro-rated amount. The immediate family shall be defined as the employee's parent, stepparent, grandparent, spouse, domestic partner, child, stepchild, grandchild, brother, sister, mother/father in-law, son/daughter in law, or other relative living in the employee's home when death occurs. Such three (3) days must be taken within a reasonable time of the day of death or day of the funeral.

Full-time employees are entitled to one (1) day paid leave at their regular compensation rate due to the death of a sister-in-law, brother-in-law, or stepchild not living with the employee.

Employees may use Benefit Time to attend the funeral of other relatives and friends.

The Hospital will not unreasonably deny the use of Benefit Time or unpaid leave to extend the bereavement leave.

7.13 Jury Duty Leave #79

All full-time and part-time employees who are requested, on a regular scheduled work day, to serve on a jury or who are subpoenaed to testify in any action in which the employee will not personally benefit from the results of the litigation, will receive their regular compensation rate minus jury duty pay for the length of the jury duty or the testimony. Notice to report for jury duty or the subpoena must be reported immediately to the Hospital.