

TA Between PRN and ECH

June 15, 2023

Term of the MOU: Ratification through 6/30/2026

Wages: 6%, 5%, 5% annual increases (first year increase effective as soon as practicable after ratification, other years effective the first pay period of the fiscal year).

- Program Coordinators – move to Wage Range 4.
 - Grandfather current Program Coordinators who are not certified in their specialty, but they must become certified within one year of ratification.
- General Clinical Educator and Nursing Educator – Create two levels.
 - Level 1 in Range 3
 - Level 2 in Range 4.
 - Level 2 will need certification in nursing professional development or a Master's degree in nursing.

Differentials: Status Quo

Extended Sick Leave (ESL) Buyout:

- RNs hired at Los Gatos in 2009, change to 15 years of service to be eligible for buyout benefits

On-call/Call-In:

- An RN, who is on authorized call-in status, will be compensated at **two (2)** times their base hourly rate.

Holidays:

- For night shift, the Thanksgiving holiday will begin at the start of the RNs shift on Thanksgiving and terminate at the end of the RNs time worked on the day after Thanksgiving.
- "Personal Day"
- Added additional day RNs may use at their discretion, not to be used in lieu of or on an observed holiday.

Overtime and Extra Shifts:

- Added verbiage for fair allocation of Overtime and Extra Shifts (found in PCSS).

PTO/ESL/Bereavement Leave:

- ESL Buyout
 - ESL buyout for RNs at Los Gatos increased to minimum 15 years of service at termination date.
 - Status Quo with 20-year requirements
- Added language that addresses Bereavement Leave

- RNs eligible for up to 5 days leave, may take paid or unpaid at the RNs request.

Floating:

- An RN who does not have an opportunity to float within ~~one (1) year~~ **six (6) months** to the units they are expected to float will receive, if the RN requests, a minimum of one (1) hour of reorientation/training.

Clinical Ladder:

- Language changes to include current Ladder Process.

Jury Duty/Jury Call:

- Added language allowing night shift RNs option of the night before and night of jury duty/call to have the night off.
- One paid, the other may use PTO or pick up another shift within the pay period.

Leave of Absence:

- The hospital will guarantee the RN their same position or equivalent for up to ~~thirty (30)~~ **forty-five (45)** days while on unpaid leave.

Reduction/Reorganization in Force/Layoff/Recall:

- Language changes to reflect better availability of severance with position elimination.

HC's:

- Notification to hospital for sick calls/call in:
- 3 hours prior to shift for all RNs (day, evening, and night)

Weekends and Vacations:

- For units with one (1) through ninety (90) RNs, a minimum of one (1) RN per shift, per day will be granted vacation.
- For units with ninety-one (91) and greater, a minimum of two (2) RNs per shift per day will be granted vacation.
- If the vacation request is submitted ~~less than three (3) months~~ **outside the vacation specific requesting period** before the first day of the vacation request, notice will be given at least ~~two (2) weeks~~ **one (1) month** before the first day of the request, **provided that the request was made at least five (5) weeks before the first day of the request.**

Work Status:

- Added clarity to per diem minimum availability requirements.
- Waiver:
 - Per diem Level I

- Entitled to one (1) waiver per year.
- Per diem Level II
- Entitled to two (2) waivers per year.

Classification and Step Placement:

- Management initiated change in classification of NUC due to reorganization/RIF (elimination of NUC position)
 - The RN with a National Specialty Certification will be placed in the CN IV classification at their current step within wage range 4. Thereafter the RN must fulfill the CN IV eligibility criteria to maintain the CN IV classification.
 - The RN without a National Specialty Certification will be placed in the CN III classification at their current step within wage range 3. Thereafter the RN must fulfill the CN III eligibility criteria to maintain the CN III classification.

Absenteeism and Tardiness:

- Keep PRN MOU language with number of occurrences.
- Change level of discipline.

Workplace Violence Side Letter:

- Language added providing resources to RNs to mitigate acts of violence in the workplace.

Day Request (DR) Side Letter:

- Limit of 2-day requests per week.

Self-Scheduling Side Letter:

- ECH and PRN agree to explore the implementation of a self-scheduling process that includes comprehensive scheduling, workforce optimization, planning and transparency with requests and schedule planning.

Language changes throughout the document to reflect gender neutral pronouns.