



# One Memo

The proposal Borgess has put on the bargaining table is very simple. They would like to take the majority of the contract language that protects the things you value as a nurse at Borgess and change that language into policies that they would then control. Borgess has failed to identify one single example of where the current contract language has given them a problem. They want to gut the contract articles with the expectation that we should trust them. Our democracy is based on checks and balances not limited discretion. Would you insure your home with an insurance company that wants a policy that allows it to change your coverage whenever it wants? And would you trust a company that wanted to sell you a policy like that? With this proposal Borgess management can do whatever they want and you will have no contract language to fall back on for protection. And all it takes is one memo! Shown below are just a few of the things you currently enjoy in your contract that could disappear with just one piece of paper from management.



## Hours of Work

- Schedules would not have to be posted two weeks before their effective date.
- Double time for working through your lunch period
- Modification of shift lengths and schedules
- On-call procedures
- Hours/shift changes
- Practices and processes for the 60 hour rule

## Available Hours

- Definitions and process for awarding available hours (guidelines) – expected, unexpected and temporary vacancies

## Scheduling of PTO

- Process for awarding PTO
- Minimum numbers of RNs allowed off at a time
- Process for cancellation of PTO

## Leaves of Absence

- Personal leave
- Education leave
- Return to work guidelines
- FMLA – eligibility for PT and RPT at 962 hours (minimum required by law is 1,250 hours)
- Additional 9 months of leave for a serious health condition for employees with 4 or more years of service
- Ability to maintain 40 hours of PTO and not use all paid time for a leave

## Low Need

- Low need process will change to “Appropriately balancing the burden of low need”.
- Reassignment Prior to Low Need and Low Need Guidelines

## Layoff & Recall

- Layoff process including bumping

### **Maintenance of Corrective Action**

- Just Cause, which requires an employer to have cause to discipline an employee
- Steps of Corrective Action
- Notification to employee of corrective action
- Timeline for notice of corrective action from 21 days to “in a timely manner”
- Separate tracks for Job Performance/Misconduct and Attendance

### **Transfers & Vacancies**

- Jobs would not be posted for seven days and instead would be posted with “appropriate notice.”
- No contract language would exist if there was an issue about an unfair filling of a position as the entire process of awarding positions will be determined by policy.
- Definitions of what constitutes Regular Vacancies and Temporary Vacancies

### **Role of the Nurse**

- ANA Nursing Scope and Standards of Practice and ANA Code of Ethics which add to the minimal standard of the Michigan Public Health Code

### **Use of Facilities**

- Bulletin boards for information including Seniority Lists, Notices of Meeting and Elections
- Utilization of meeting rooms at the hospital

### **Orientation and Evaluation**

- Orientation process
- Evaluation process

### **NSCC/DBNC**

- Structure and purpose for these committees would be subject to policy including information provided at the DBNC level for determining staffing

### **Non-Discrimination**

- Contractual guarantees of nondiscrimination would be eliminated from the contract “as they relate to terms and conditions of employment including race, color, national origin, religious affiliation, sex, sexual orientation, marital status, protected disability, age, weight, height, membership or activity on behalf of the Association, and participation in the grievance procedure”.

### **Available Hours**

- Definitions and process for awarding available hours (guidelines) – expected, unexpected and temporary vacancies

### **Flex, Flex-Float, Float Positions**

- Number of position and process for using them; operational issues and qualification
- Orientation plans

### **Temporary Unit/Department Closure**

- Providing information regarding unfilled hours to affected RNs
- Placement of 2 RNs on call
- Process as to whether RNs are reassigned, on-call or put on low need
- Process to move RNs to provide care

The new management at Borgess has stated they will not change any of the contract language once it has become policy but it is naïve to believe this statement. There are already changes in the proposed policies that are different than the current contract language.

The rights and protections you enjoy under your union contract are the results of 30 years of hard work and sacrifice by Borgess RNs to give you a strong voice in your workplace. Don't be robbed of what is lawfully yours. Management can do better than what they've put on the table. Hold them to the standards you expect and deserve.