

Positive Changes Abound at the Bargaining Table

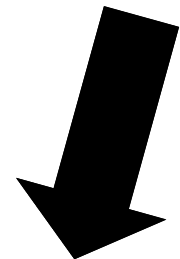
April 7, 2010 - We continue to make progress and improvements to our contract during current negotiations. There are several tentative agreements that will improve working conditions for registered nurses and service & tech workers. Our Bargaining Team will continue to work hard to raise the standard of care and working conditions.

- > **Bereavement Leave:** Employees no longer have to take an unpaid personal leave of absence. May use paid vacation time if vacation time is available.
- > **Discharge & Discipline:** Discipline will be corrective rather than punitive. (See quote)
- > **Jury Duty Pay:** Employees no longer have to report to work and complete half of his/her regular shift if released early in the day by the court.
- > **Seniority:** No loss of seniority if employee voluntarily quits and is rehired within 90 calendar days.
- > **Job Openings:** Will be posted on intranet as well as on the bulletin board outside of dietary at the main campus.



“Unless the discipline is a last and final warning, it can be removed from our employee file after 12 months if there are no repeated problems. This will allow us to identify the problem and develop a corrective action plan for a positive outcome rather than harsh discipline.”

Stephanie Allen
Respiratory Care Practitioner



**Next Scheduled
Bargaining Dates:
April 20, 23 & 27**

If you have questions,
please contact your steward
or union representative.