

**BECAUSE
WE STOOD
TOGETHER**

NEW CONTRACT HIGHLIGHT:



*More fairness
in the progressive
discipline process.*

Read about our improvements to...
ARTICLE 10: DISCIPLINE

If one of us needs to update our certificates or our license, discipline will now begin with a written warning instead of an automatic suspension.

**SECTION
B. 2.**

A nurse at JFK had been out on leave. On her first day back at work, she went to a class to get recertified for ACLS. The hospital immediately suspended her. With this improvement to our contract language, that RN would of course be suspended until she received her certificate, but it would be recorded in her file as a first step written discipline, not a suspension with next step being “last and final.”

The hospital can no longer jumble together completely different disciplinary issues. Performance issues are different from attendance issues are different from licensure issues.

**SECTION
B. 3.**

Another RN at JFK received verbal discipline for attendance. She later made a medication error. Then her BLS certificate expired. Each one took her closer to termination. Under our new language, she would have received a verbal discipline for attendance, a written for the certification, and a possible written or suspension for the medication error.

If the hospital puts an RN on investigatory suspension, they now have to tell the RN the reason for the investigation.

**SECTION
C.**

Another RN was questioned about her timecard records and placed on investigatory suspension. For seven days, she had no idea why and suffered extreme stress. The hospital now has to share their suspicion.

The hospital is now required to maintain current information in our files, instead of hanging on to old information. Verbal and written discipline removed in 12 months. Performance Suspension or last and final removed in 18 months. Attendance removed in 12 months. The hospital will remove the disciplinary document(s) from our personnel files upon the RN’s written request.

**SECTION
E. 4.**