

| UNAC/UHCP BARGAINING TEAM                                | UPDATE FROM AUGUST 21 and AUGUST 23   |
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| "Blue book" (inpatient and outpatient RNs, PAs, and NPs) | <p><b>Tentative agreement(s):</b><br/>           Agreements reached this week address stand-by pay and compensation for interfacility transfers.</p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Adding Just Culture commitments to the contract</li> <li>• Telemetry RN ratios</li> <li>• Uninterrupted time for mandatory certifications and in-services</li> </ul>   |
| "Green book" (case managers and educators of SCNSC)      | <p><b>Tentative agreement(s):</b><br/>           Agreements include allowing per diem members to bid for open positions without requiring an additional interview.</p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Variable shifts</li> <li>• Return rights</li> </ul>  |
| KPMWON (nurse-midwives and WOC nurses)                   | <p><b>Tentative agreement(s):</b><br/>           New agreements clarify hiring criteria for wound and ostomy nurses and provide education pay to members for Kaiser-mandated presentations. Side agreements create local subgroups to address workload issues for wound ostomy nurses and midwives, both inpatient and outpatient.</p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Shift differential and lead CNM issues have been moved to local economic talks</li> </ul>  |
| KPASCO (optometrists)                                    | <p><b>Tentative agreement(s):</b></p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Ending management practice of taking bargaining unit work</li> <li>• Improving lactation break policy</li> <li>• Workload, seniority and time for mandatory training</li> </ul>   |
| UTSC (physical, occupational, and recreation therapists) | <p><b>Tentative agreement(s):</b><br/>           Six agreements were reached this week: adjustments to the per-diem commitment to account for 6 day per week operations, modification of hard to fill days (Easter and Super Bowl Sunday instead of Valentine's Day and Halloween); ongoing quarterly inpatient workload committee meetings; and an internal job bidding process to improve timeliness of job filling and ensure a fair process for position modifications within a department.</p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Safety of home health therapists; 40 percent in a UNAC/UHCP survey reported feeling unsafe on the job</li> <li>• Subspecialty needs and increasing OTs</li> <li>• Improving staff access to Seniors and Clinical Specialists in their own discipline</li> </ul> |
| UPSC (pharmacists)                                       | <p><b>Tentative agreement(s):</b><br/>           Agreements reached this week include language cleanup referencing Per Diems and defining weekends.</p> <p><b>In discussion:</b></p> <ul style="list-style-type: none"> <li>• Drafting (Forced shifts beyond FTE status)</li> <li>• Every other weekend off</li> <li>• Other issues around scheduling</li> <li>• Just Culture</li> </ul>  |