

UNAC/UHCP BARGAINING TEAM	UPDATE FROM AUGUST 21 and AUGUST 23
"Blue book" (inpatient and outpatient RNs, PAs, and NPs)	<p>Tentative agreement(s): Agreements reached this week address stand-by pay and compensation for interfacility transfers.</p> <p>In discussion:</p> <ul style="list-style-type: none"> • Adding Just Culture commitments to the contract • Telemetry RN ratios • Uninterrupted time for mandatory certifications and in-services
"Green book" (case managers and educators of SCNSC)	<p>Tentative agreement(s): Agreements include allowing per diem members to bid for open positions without requiring an additional interview.</p> <p>In discussion:</p> <ul style="list-style-type: none"> • Variable shifts • Return rights
KPMWON (nurse-midwives and WOC nurses)	<p>Tentative agreement(s): 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>In discussion:</p> <ul style="list-style-type: none"> • Shift differential and lead CNM issues have been moved to local economic talks
KPASCO (optometrists)	<p>Tentative agreement(s):</p> <p>In discussion:</p> <ul style="list-style-type: none"> • Ending management practice of taking bargaining unit work • Improving lactation break policy • Workload, seniority and time for mandatory training
UTSC (physical, occupational, and recreation therapists)	<p>Tentative agreement(s): 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>In discussion:</p> <ul style="list-style-type: none"> • Safety of home health therapists; 40 percent in a UNAC/UHCP survey reported feeling unsafe on the job • Subspecialty needs and increasing OTs • Improving staff access to Seniors and Clinical Specialists in their own discipline
UPSC (pharmacists)	<p>Tentative agreement(s): Agreements reached this week include language cleanup referencing Per Diems and defining weekends.</p> <p>In discussion:</p> <ul style="list-style-type: none"> • Drafting (Forced shifts beyond FTE status) • Every other weekend off • Other issues around scheduling • Just Culture