

Fountain Valley Professional Association Bargaining for You



United Nurses Associations of California
Union of Health Care Professionals

Issue 5 : January 29, 2010

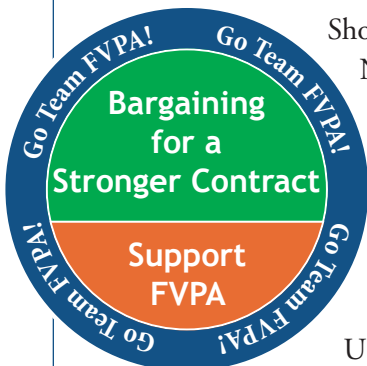
Negotiations to Continue After February 1

Your FVPA Negotiating Team has spent a significant amount of time working to achieve a new contract by February 1st. Since December 9th, we have spent countless hours meeting with management. However, negotiations will not be completed by February 1. Despite all of the hard work both sides have put into this effort, several key issues remain unresolved, such as compensation and benefits.

We will continue bargaining with management after your contract expires, and have scheduled additional negotiation dates in February and March. Your current contract stipulates that it will remain in effect until negotiations are complete and a new contract is ratified.

As we previously mentioned, it may be that we will not agree on all outstanding issues. If we are unable to reach agreement with management on a complete, new contract, all unresolved issues will be submitted to a Board of Inquiry (BOI), chaired by a neutral arbitrator, per Article 29. Currently, we have pre-scheduled a few dates in early May to convene a BOI, if necessary. Our hope is that we will not need to use the BOI process.

Show support to your FVPA Negotiating Team members by wearing your FVPA Negotiations sticker on scheduled negotiation days. Get them from your FVPA Negotiating Team members or your UNAC/ UHCP representatives.



Negotiations Update

After completing negotiations late on Friday, January 29th we have reached tentative agreement on several articles. Here are some highlights:

Article 2 - Union Representation

(New) FVPA now has two bulletin boards – the existing one by the cafeteria and an additional one in the East Tower.

Article 3 - Employee Status

(New) Both FVPA and management agree that there will be a Per Diem agreement.

Article 5 - Job Posting and Filling of Vacancies

(New) Language has been added to create a preference level for applicants interested in transferring to new, open positions.

Article 6 - Non-Discrimination

No change to existing contract language.

Article 7 - Harassment

(New) Language has been added to address standards of conduct to provide the best possible environment for patients, employees and the public.

Article 9 - Grievance and Arbitration Procedure

(New) Selection of an arbitrator will be by mutual agreement; however, if agreement cannot be achieved, a fifth arbitrator has been added to break a stalemate.

Article 10 - Performance Improvement and Discipline

(New) Corrective Action has been incorporated into the body of the contract (no longer an Appendix) and provides for a collaborative approach to performance or behavioral issues.

Article 12 - Floating

(New) Medical/Telemetry has been included in the floating divisions.

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Article 14 - Minimum Rates

No change to existing contract language.

Article 17 - Health and Safety

No change to existing contract language.

Article 18 - Education Benefits

(New) FVPA members will be able to have “condition of employment” classes compensated at the base rate of pay, and includes tuition reimbursement.

Article 19 - Leaves of Absence

(New) Protected and unprotected leaves of absence language have been added.

Article 20 - Job Security

No change to existing contract language.

Article 21 - Management Rights

No change to existing contract language.

Article 22 - Subcontracting

No change to existing contract language.

Article 24 - Work Stoppage

No change to existing contract language.

Article 25 - Notices

No change to existing contract language.

Article 26 - Savings Clause

No change to existing contract language.

Article 27 - Entire Agreement

No change to existing contract language.

Article 28 - Local Bargaining Process

(New) Article 28 was merged into Article 29.

Article 29 - Successor Agreement

(New) All future bargaining will be conducted with local hospital management.

For as much as we have accomplished, there is still a lot of work to do. Your Team and management have had many discussions regarding the outstanding issues, helping to narrow our differences in many cases, while remaining apart in a few others. We believe we are close to agreement on seniority; quality care and working environment committees; hours of work, overtime and scheduling; and union security. For the very important issues of compensation, benefits and holidays, we still have work to do, but believe with additional meetings we can come to an agreement.

Your Team looks forward to completing your new contract as soon as possible. Thanks to all of the

bargaining unit members who have taken advantage of the opportunity to attend negotiations and participate in the discussion around your next contract. Your presence at the table is key to a stronger contract.

Future Negotiations

Your Negotiating Team and management have agreed to the following negotiating dates:

FEBRUARY 23 & 24
MARCH 9 & 10

All negotiations sessions are expected to start at 9 a.m.

The strength of your contract depends on member involvement, so your presence at negotiations will make a powerful impression on management about your commitment to completing a fair collective bargaining agreement.

Contact your negotiating team members for information regarding your contract, proposals on the table and updates to negotiation times and location. As a stakeholder in the development of your union contract, it is crucial that you actively engage your representatives. We need your input so we can make sure we consider your interests in bargaining as we negotiate a fair union contract.

Negotiating Team Members

Wendy Burrell, RN, L&D, Days

Susan Adamson-Nelson, CLS, Lab, Days

Gloria Teo, RN, L&D, Days

Deanna Ostler, RN, OBCU, Days

Julie Waggoner, RN, OBCU, Days

Bernie Brayshaw, RN, SDS, Days

Denise Borges, RN, Oncology, Days

Vanessa Caballeros, UNAC/UHCP Staff

Armin Reyes, UNAC/UHCP Staff

Minerva Aller-dela Fuente, UNAC/UHCP Staff

Joy Harvey, RN, UNAC/UHCP Chief Negotiator

We invite you to send questions or comments about your current contract or suggestions for change to:

joy@unac-ca.org