

UNION PROPSAL
ARTICLE 3 – UNION RIGHTS

A. Bulletin Boards.

A space of two (2) feet by three (3) feet for an ONA bulletin board will be provided in each break room regularly utilized by bargaining unit Nurses.

B. Employee Lists.

On or about the first of the month, the Hospital shall furnish to the Union a current list of all bargaining unit Nurses, including name, home address, work email, personal email, employee identification number, phone number on record, hire date, pay rate, step, unit, and classification.

C. Union Access to Hospital.

Without interrupting normal Hospital work and patient care routine, representatives of the Association shall be permitted at reasonable times to enter the facilities operated by the Hospital for the purposes of transacting Association business and observing conditions under which Nurses are employed. It is understood that Association business of more than 10 minutes generally will be conducted outside patient care areas except where the ONA representative needs to observe activity in a patient care area. Visits of more than ten (10) minutes will take place in public locations or in available conference rooms. Association business beyond brief visits must be conducted on Nurses' non-work time.

Bargaining unit Nurses may book conference rooms for Association business.

D. New Hire Orientation.

The Hospital agrees to provide thirty (30) minutes of paid time for a representative of the Association to make a presentation during the orientation of new Nurses within thirty (30) days of hire. The Hospital will notify the Association of the date and time of their presentation at least two (2) weeks in advance.

E. Paid Time for Investigatory or Disciplinary Meetings.

If a designated Nurse representative is requested to attend an investigatory or disciplinary meeting on behalf of another bargaining unit Nurse, the Hospital shall provide the representative or steward paid time for the duration of the meeting with Hospital representative(s). No more than one (1) representative will be paid for any such meeting.

F. New Positions.

The Hospital shall notify the Association's designated Labor representative of any/all new non-management positions created and/or posted by the Hospital that require a Registered Nurse. The Association will be notified within 24 hours of the position being created and/or posted. The notification shall include title, job description, unit/department, shift, compensation, and benefits.