ARTICLE X – UNION BUSINESS

X.1. **Association Access -** Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the facilities operated by the ~~Medical Center~~ **Hospital** for purposes of transacting Union business and observing conditions under which techs are employed; provided, however, that the Union's representative shall comply with the ~~Medical Center~~ **Hospital**'s security and identification procedures. **Before entering the premises, any Union representative shall provide to the Human Resources or their designee advance notice (at least one business day) during regular business hours of any such visit, unless the notice is waived by the Hospital. Such notice will include the date and time of such visit, along with the unit or units to be visited**. Transaction of any business shall be conducted in an appropriate location subject to general ~~Medical Center~~ **Hospital** and clinic rules applicable to non-employees, shall be confined to contract negotiation and **bargaining unit** administration matters, and shall not interfere with the work of the **caregivers** ~~employees~~.

X.2. **In break rooms where the Union has bulletin board space or other bargaining unit(s), such space will be the exclusive place for the posting of Union-related notices. Otherwise, the** ~~The~~ ~~Medical Center~~ **Hospital** will provide the Union with designated bulletin board space of approximately two (2) feet by **two (2)** ~~three (3)~~ feet in **break rooms**, which will be the exclusive places for the posting of Union-related notices. Such postings shall be limited to notices that relate to contract negotiation and **bargaining unit** administration matters.

X.3. **Negotiations. The members of the Union negotiating team and their managers will work together in good faith to adjust the negotiation team's schedules to accommodate negotiations, including arranging for schedule trades, provided that such accommodations maintain proper patient care. Union negotiating team members who have less than 80 hours of accrued PTO may choose to take unpaid time off to participate in bargaining.** ~~Techs who serve as delegates, cabinet members, bargaining team members or board members, stewards/unit representatives, of the Union will be granted time off, up to a total of two hundred (200) hours for all such techs, to attend to official union business, as outlined below.~~

~~1. techs must submit such a request for time off as soon as possible but no later than the schedule cutoff date, when possible.~~

~~2. techs who submit requests pursuant to this Section C will be permitted to either~~

~~(a) Use accrued but unused PTO in the tech's account; or~~

~~(b) Access a bank of one hundred twenty (120) hours per calendar year, if the tech's accrued PTO account is then at eighty (80) hours or less,. techs who access this bank of unpaid hours will be permitted to take time off without loss of PTO.~~

~~3. If more than three (3) techs on the same unit and shift request time off pursuant to this Section C for the same or overlapping periods of time, the Medical Center and will determine whether all of the techs' requests may be granted, consistent with patient care needs., and, if such requests cannot be granted, the Medical Center meet with the Union to determine which of the techs' requests will be granted. The parties commit to the importance of participation of techs in contract negotiations. The members of the Union negotiating team will work with their managers to make good faith attempts to adjust their schedules to accommodate negotiations, including arranging for schedule trades. If they are unsuccessful, the parties will promptly discuss the issue to strive to mutually reach a solution to better ensure staff techs are included in scheduled negotiations.~~

X.4. The Union will supply the ~~Medical Center~~ **Hospital** with a list of designated Union Stewards from among the various units of the ~~Medical Center~~ **Hospital**.

X.5. The ~~Medical Center~~ **Hospital** will supply the Union chair at the ~~Medical Center~~ **Hospital** and the Union monthly, by electronic means, a list of all bargaining unit techs showing their addresses, listed telephone numbers, beginning dates of their last period of continuous employment, status (full-time, part-time, or per diem), **seniority** and the assigned shifts and unit of each tech. The ~~Medical Center~~ **Hospital** will also supply each month a list showing the names and addresses of all techs who terminated during the preceding month. ~~The Medical Center will post a seniority list, sorted by unit, on the Medical Center's intranet site every other month in even months. The seniority list will include the name of each tech and the tech's total number of seniority hours. The Medical Center will email the seniority list to the Union Chair and the ONA Labor Representative when it is posted to the intranet.~~