MOU – NEGOTIATING TEAM SCHEDULES

The parties commit to the importance of participation of nurses in contract negotiations. The members of the Association 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 nurses are included in scheduled negotiations, consistent with patient safety.

The parties commit to the importance of participation of Registered nurses in contract negotiations. The members of the Association negotiating team will work with their managers to make good faith attempts to adjust their schedules to accommodate negotiations, including arranging for scheduled trades. If they are unsuccessful, the Medical Center agrees it will release up to five (5) members of the negotiating team from scheduled shifts to attend negotiation sessions, and for the first twelve (12) bargaining sessions of each contract, without loss of pay, unless urgent patient care needs or operation needs arise in which case the Medical Center will notify the Association and the nurse of the emergent need to reschedule bargaining. The parties will promptly discuss the issue to strive to mutually reach a solution to better ensure Registered nurses are included in scheduled negotiations.

In addition, the Medical Center agrees to:

- Allow Association bargaining team members to attend negotiations without using PTO
- Make a good faith effort to allow bargaining team members to work on a scheduled day off, if the nurse desires.

The provisions of this MOU shall become effective upon agreement of the parties, prior to the effective date of successor negotiations.