ARTICLE 17 – ASSOCIATION UNION BUSINESS

A. The Medical Center will provide credentials for all duly authorized representatives of the Union to meet with nurses and observe their working conditions; provided, however, that the Union’s representatives will comply with the Medical Center’s security and identification procedures for contractors. Duly authorized representatives of the Association shall be permitted at all reasonable times to enter the facilities operated by the Medical Center for purposes of transacting Association business and observing conditions under which nurses are employed; provided, however, that the Association’s representative shall comply with the Medical Center’s security and identification procedures. Transaction of any business shall be conducted in an appropriate location subject to general Medical Center and clinic rules applicable to non-employees, shall be confined to contract negotiation and administration matters, and shall not interfere with the work of the employees.

B. The Medical Center will provide the Association-Union with designated bulletin board space of approximately two (2) feet by three (3) feet in each nursing unit, which will be the exclusive places for the posting of Association-related notices. Such postings shall be limited to notices that relate to contract negotiation and administration matters.

C. Nurses who serve as delegates, cabinet members, bargaining team members or board members, stewards/unit representatives, of the Association-Union or its parent (ANA) will be granted time off, up to a total of two hundred (200) hours for all such nurses, to attend to official union business, as outlined below.

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

2. Nurses who submit requests pursuant to this Section C will be permitted to either
   (a) Use accrued but unused PTO in the nurse’s account; or
(b) Access a bank of one hundred twenty (120) hours per calendar year, if the nurse’s accrued PTO account is then at eighty (80) hours or less. Nurses who access this bank of unpaid hours will be permitted to take time off without loss of PTO or EIT.

3. If more than three (3) nurses 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 will determine whether all of the nurses’ requests may be granted, consistent with patient care needs, and, if such requests cannot be granted, the Medical Center will meet with the Association to determine which of the nurses’ requests will be granted. 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.

4. The parties commit to the importance of participation of nurses in contract negotiations. Negotiating team members will be paid their straight-time rate of pay to attend any/all negotiations-related matters. These hours shall be counted towards each negotiating team members’ FTE requirements.

D. The parties commit to the importance of participation of nurses in contract negotiations.

E.D. Stewards. Union stewards will be paid their straight time rate of pay for meetings with the Medical Center related to administration of this agreement.
**Association-Union** will supply the Medical Center with a list of designated **Unit Representatives Stewards** from among the various units of the Medical Center.

**F.E.** The Medical Center will supply the **Association-Union** chair at the Medical Center and the **Association-Union** monthly, by electronic means, a list of all bargaining unit nurses showing their addresses, listed telephone numbers, beginning dates of their last period of continuous employment, status (full-time, part-time, or per diem), and the assigned shifts and unit of each nurse. The Medical Center will also supply each month a list showing the names and addresses of all nurses who terminated during the preceding month.

**G.F.** The Medical Center will post a seniority list, sorted by unit, on the Medical Center’s nursing intranet site three (3) times a year. The seniority list will include the name of each nurse and the nurse's total number of seniority hours. **Such list will also be emailed to the Union Chair and the Union consistent with Section E above.**