

ARTICLE 13 – ASSOCIATION BUSINESS

A. Representatives. Duly authorized representatives of Association shall be permitted to enter the facilities operated by the Medical Center for purposes of transacting Association business and observing conditions under which Registered nurses are employed. Transaction of any business shall be conducted in an appropriate location subject to general Medical Center 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. Bulletin Boards. The Medical Center will provide Association with designated bulletin board space of two (2) feet by three (3) feet in each unit and in the staffing offices, 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. New Nurse Orientation. The Medical Center will provide thirty (30) minutes during new hire general nursing orientation for a bargaining unit Registered nurse designated by Association to discuss contract negotiation and administration matters with new hire Registered nurses. In the event a Registered nurse is not available or needs assistance, ONA may send an ONA-employed representative after having first informed the Medical Center at least twenty-four (24) hours in advance. The Medical Center will notify Association or its designee of the date and time for this purpose, at least two (2) weeks in advance. The bargaining unit Registered nurse designated by Association will be released by the Medical Center and paid at the Registered nurse's regular hourly rate for time spent participating in orientation.

D. Information to the Association. The Medical Center will furnish to the Association each January, April, July, and October, by electronic means, a list of all bargaining unit Registered nurses covered by this Agreement with their full names, email and home addresses if available (street name and number, city, state and zip code), listed telephone numbers, status (full-time, part-time or resource), assigned shift, units, FTE and hire dates. Every month the Medical Center will furnish to the Association by electronic means a list of all Registered nurses who during the preceding month have terminated employment with the Medical Center, transferred out of the bargaining unit, or who have been hired into the bargaining unit, including their names, email and home addresses if available (street name and number, city, state and zip code), listed telephone numbers, units, and hire, termination or transfer dates. The Association may request additional information relevant to this Agreement and its application, as needed, in accordance with the National Labor Relations Act.

E. Introductory Meeting for Managers. The Medical Center and the Association may schedule a meeting for associate managers, managers, directors and chief nursing officers who are new to their leadership role to meet with the Association representative and a member of the Human Resources team. The purpose of the meeting is to provide information as to this Agreement, the role of the Association, and to discuss ways to collaborate and build relationships. If a Registered nurse attends the meeting, one (1) Registered nurse will be entitled to up to one (1) hour of pay at his/her straight-time hourly rate (which should be coded as "meeting time") and that Registered nurse will inform nursing administration that the Registered nurse attended the meeting.

F. Contract Training. **At the request of either Medical Center or the Association,** joint Association and Medical Center trainings will be conducted for interested Registered nurses, regarding changes to Agreement and areas where the parties agree there are many questions. The training will be jointly designed and provided by the Association and Medical Center Human Resources. The training will be held a minimum of four times, (twice within ninety (90) days of ratification of this Agreement, and twice

The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations.

more within ninety (90) days of the one (1)-year anniversary of this Agreement) in order to reach interested parties on different units and shifts. The training will be scheduled for a time not to exceed ninety (90) minutes unless the parties agree otherwise. Trainings will include new contract changes, new or emerging issues, *Weingarten* rights, information available to staff, personnel and grievance practices, and seniority, job posting and hiring provisions. All Registered nurses who attend the training will be paid for the time attending such training (which will be designated as "meeting time"). All charge and relief charge Registered nurses are encouraged to attend at least one training each year.

G. Negotiating Team Schedules. 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 schedule trades. If they are unsuccessful, the Medical Center agrees it will release up to eight (8) 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.