

UNION PROPOSAL
ARTICLE 3 – ASSOCIATION 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, T~~he Hospital shall monthly furnish to the Association 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. Association Access to Hospital.

Without interrupting normal Hospital work and patient care routine, ~~duly authorized~~ representatives of the Association shall be permitted at reasonable times ~~on at least twenty-four (24) hours' prior written or emailed notice, or less, if twenty-four (24) hours is not feasible, to the Employee Relations Consultant 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 beyond brief notifications~~ ~~visits~~ generally will be conducted outside patient care areas (which includes Nurses' stations) 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 ~~the Café (if open to visitors), other 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.

~~In the event that there is in-person new employee orientation at the Hospital, t~~The Hospital agrees to provide fifteen (15) minutes of paid time for a representative of the Association to make a presentation during the orientation of new Nurses on behalf of the Association ~~for the purpose of identifying the organization's representational status, facilities, and collecting membership applications. The Union will schedule such time to follow Hospital orientation and will communicate the time to the new employees. The Hospital will notify the Association of the date and time of new employee orientation at the Hospital~~ ~~their presentation~~ at least two (2) weeks in advance.

E. Paid Time for Investigatory or Disciplinary Meetings.

If a designated Nurse representative ~~or steward~~ is working when 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 ~~or steward~~ will be paid for any such meeting. A Nurse representative

1 ~~or steward who comes in from time off to attend such meetings will not be paid for~~
2 ~~that time.~~

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4 **F. New Positions.**

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