

Brattleboro Federation of Nurses Tentative Agreement Summary 6/30/16

Issue/Article	BMH First Proposal	Tentative Agreement
Wage Increases	Oct16 2% Step or Bonus Apr17 1% Oct17 2% Step or Bonus Apr18 1% Oct18 2% Step or Bonus Apr19 1%	Oct16 2% Step or Bonus Apr17 2.5% Oct17 2% Step or Bonus Apr18 2% Oct18 2% Step or Bonus Apr19 2%
LPN Catch Up		Oct16: \$.25 added to each step Oct16: New step 26 Oct17: New step 27
Health Insurance	Hospital capped amount of money of Health Insurance so all increases paid by nurses	Lock in current minimum cost share 25%/75% for single, 30%/70% for 2Person/Family based on silver plan
Retirement	Ability to switch 5% Hospital contribution from current program to 403b.	Ability to switch 5% Hospital contribution from current program to 403b. Lock in current contributions 5%, and match of .25%-2% based on years of service
Urgent Pay		Management may offer urgent pay (two times the employee's base rate) to fulfill staffing needs. Management must offer urgent pay if the unit needs additional staff within twenty-four hours (24) hours from the start of the shift. (Mandatory or Voluntary)
ED Staffing		There is no change in the contract, but management committed to adding a ED Tech on for every evening shift, and moving a Supervisor into the ED for all shifts.
Inpatient Floating		Revised to reflect current practice
Attendance Policy	Stricter attendance policy	Current attendance policy
Clinic Floating	Nurses in the clinics could be required to float	Proposal withdrawn. All floating is voluntary
Discounts for employees who have other insurance	Remove discounts for employees who have other insurance	Proposal withdrawn. If this become no longer possible, management can negotiate over the effects.
Vacancies		Vacancies will be reposted internally if they are changed to meet an outside applicants needs
Memos of Understanding (MOUs)		Revised to reflect current practice
Payout of Earned Time		If a nurse is laid off, Earned Time will be paid out (cannot be retained in case of recall)
Probation		Discharge solely at the discretion of the Department Manager changed from 1 month to 2 months
Leaves of Absence	Clean up language, remove extended parental leave	Clean up language, keep extended parental leave