

**CRONA Membership Meetings
March 2017**

SIDE LETTER Re Reduced Commitments 2016 In conjunction with their 2016 – 2019 negotiations

CRONA and the Hospital discussed numerous issues related to the interest of certain Nurses in obtaining part time positions. For purposes of the 2016 – 2019 Agreement only, the parties have agreed as follows:

1. Effective upon ratification of the 2016 – 2019 Agreement, vacant part time positions that the Hospital decides in its discretion to re-post shall be posted internally as part time positions with the same shift and commitment level pursuant to the provisions of Section 22 (Internal Transfers). If the position is not filled by an internal applicant within twenty-one (21) days of posting on the online application system, the Hospital may (but is not required to) re-post the position with a different shift and/or commitment level, pursuant to the provisions of Section 22 (Internal Transfers).

2. The Hospital has an interest in staffing its units (including clinics) with a mix of full time and part time regular positions.

a. To that end, the Hospital will staff its units using a standard that no more than eighty percent (80%) of the headcount of Regular Nurses in each unit at the Hospital consists of regular full time positions. This standard shall not apply to any unit in which there are six (6) or fewer Regular Nurses.

b. To the extent a unit at the Hospital has a staffing mix of Regular Nurses above this standard, the Hospital, upon the written request of a regular Nurse in that unit, shall re-post existing full time position(s) and, pursuant to the provisions of Section 22, shall, within forty-five (45) days of the request, post as part time position(s) in a sufficient number to bring the number of full time positions in the unit to eighty percent (80%) or lower.

i. To the extent operationally feasible, the Hospital shall offer a mix of part time positions. For purposes of this provision, “part-time positions” includes commitments of 0.50, 0.60, 0.625, 0.70, 0.75, and 0.80.

ii. A Nurse who has accepted a part time position posted pursuant to this paragraph shall be placed on a schedule reflecting her or his reduced commitment as soon as practicable, but in no event later than sixty (60) days after the Nurse’s acceptance of the position, absent extraordinary circumstances.

iii. The obligations of paragraph 2(b) of this Side Letter shall be effective on April 1, 2017.

3. For purposes of this Side Letter, a “part time” position is defined as a regular position with a FTE lower than .90, and a “full time” position is defined as a regular position with a FTE of either .90 or 1.0.

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If it seems WRONG..... Let us know!

With major cost-savings practices underway at both hospitals, if something does not seem right to you, Let CRONA know. For example, we had heard concerns of cutting our supplies, paper products, unit stock..... Please send us any communication from your managers that outline these cuts. We will verify their validity through Nursing leadership.