

MNA-UMPNC Workload Review Committee

Contract References

Please review Article 14 in its entirety for Workload Review Committee contract language. Other helpful references to the WRC in our contract include the following. This is intended as a quick reference; please view the full contract language at mna-umpnc.org/contract

Article 3 Professional Nursing

Paragraph 22a: Scope of practice issues with assistive personnel will be discussed at WRCs and lays out the process when a solution cannot be agreed upon

Paragraph 25, Section C Policies, procedures, practice and new initiative: Employees have input into changes and any initiatives which directly affect RNs will be brought to WRC and end users for evaluation

Article 13 Staffing and Scheduling

Paragraph 88: Addresses changes to staffing models; any proposed changes must come to WRC first with notice to the Association (the union). Resolution of disputes related to staffing levels is discussed in this paragraph.

Paragraph 89: Under general Provisions section, *“whenever an employees’ workload concerns have not been satisfactory address, they may be referred to the unit’s workload review committee”* THIS IS LANGUAGE FOR ADO REVIEW

Paragraph 96A Rest Period: Lunch breaks will be scheduled based on the unit WRC guidelines

Paragraph 131A 2-3 Shift Reassignment: If there are no volunteers for reassignment the WRC will consider options

Article 15 Overtime

Paragraph 158: WRC will determine equitable recording system to monitor distribution of OT/OA and voluntary time off

Paragraph 163a. 1-4: Trigger reports for excessive OA/OT over 5% of all hours worked in a pay period; penalty \$ for “trigger” and WRC will develop options for use of funds

Paragraph 164L: Excessive ATO

Article 17 On-Call Systems and Pay

Paragraph 170bD 203

170D *New language* if there is a determined need for short term on call program that will be presented to the association and the WRC

170H *New language* any use of on call program shall be discussed at WRC

MNA-UMPNC Workload Review Committee

Contract References

Article 20 Variable Activity

180D General Principles: Credit for float occurrences will be recorded as OT/OT or ATO in unit recording system as established in paragraph 158

185Q1 Section H Dual Unit Positions Number 3: Discussions about whether a new position will serve as a dual unit position need to be had at WRC first (not exceeding the 40% threshold)

Article 28 Workplace Changes (formally work redesign)

Paragraph 298A Process: “leadership and workload members will identify needs and notify UMPNC president”

Paragraph 312: The WRC chair will notify association of pilot program status

Article 29 Paid Time Off

Paragraph 333h: WRC and CND will determine the amount of PTO if any to be allocated during the Holiday weeks based on if/how many additional hours nurses pre-committed to working those weeks during holiday selection

Paragraph 333I: WRC will develop unit guideline in accordance with this agreement to allow each employee to schedule at least 75% of their PTO

Article 32, Holidays

Paragraph 367B: Workload holiday scheduling guidelines

Article 40 Committees

Paragraph 468A: Meetings of all committees are exclusive of the dispute process

Article 52 Subcontracting, Temporary and/or Agency Nurses

Paragraph 601E: Temp hours for previous four week period will be provided to WRC

Article 53 Charge Nurse Guidelines

Paragraph 605A: Charge nurse assignments will be rotated equitably among all qualified RNs on unit

Paragraph 761: Old language for WRC MOU for VNA (see new article)

Intent Notes & Addendums:

Addendum E Staffing Model: Staffing ratios

Intent Note Article 13: Staffing and scheduling; does not explicitly mention WRC but contains language that directly affects nursing workload

Intent Note page 254: Includes language about providing employee engagement survey