

ARTICLE 14
Vacations

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(m) In an effort to simplify the system and improve the prospects of granting time off that can be covered in a more expeditious manner, the Hospital and the Union agree to form a committee to review and discuss any/all suggestions regarding scheduling and vacations.

In conjunction with the foregoing committee process, and with respect to that portion of the year not considered to be the summer vacation period as defined in Section 14 (l), the Hospital will agree to the following vacation ‘caps’ for each of the listed classifications:

	Days	Evenings	Nights
RN	4	4	3

~~Beginning September, 2009, (the Sunday after Labor Day) the caps for that portion of the year not considered to be the summer vacation period shall increase as follows:~~

	Days	Evenings	Nights
RN	<u>56</u>	<u>56</u>	<u>45</u>

In conjunction with the foregoing committee process, and with respect to the summer vacation period as defined in Section 14 (l)(1), the Hospital will agree to the following vacation ‘caps’ for each of the listed classifications:

	Days	Evenings	Nights
RN	<u>67</u>	<u>67</u>	<u>46</u>

~~Beginning July, 2009, (the Saturday before the week of July 1st) the summer vacation cap for Night RNs shall increase from 4 to 5.~~

The parties recognize that during this period, the Hospital may permit additional staff to take vacation time whenever it determines that it is otherwise possible to do so. While it is recognized that the Hospital will not be obligated to do so, the Hospital nevertheless will work to allow more staff off on vacation.

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*Professional Bargaining Unit
Hospital Proposal #2 – Article 2, Definition of Regular, Full-Time and Part-Time Employees,
Probationary Period, Temporary Employees
Proposed March 12, 2025*

ARTICLE 2
Definition of Regular, Full-Time and
Part-Time Employees; Probationary Period;
Temporary Employees

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(b) (i) Newly-hired full-time employees shall be probationary employees for a period of ninety (90) calendar days from the first day of active employment; ~~provided, however,.~~ Newly-hired part-time and per diem employees shall be probationary employees for a period of one hundred and eighty (180) calendar days from the first day of active employment. ~~Time~~ Time lost from work for any reason during the probationary period shall be added to such period before an employee completes his probationary period of employment.

(ii) During or at the end of the probationary period, the Hospital may discharge a probationary employee at will and such discharge shall not be subject to the grievance and arbitration provisions of this Agreement.

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*Professional Bargaining Unit
Hospital Proposal #3 – Article 9, Seniority
Proposed March 12, 2025*

ARTICLE 9
Seniority; Job Bidding; Layoff; Transfers

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(1) Voluntary Termination:

(i) Except that seniority will be bridged, and the employee will receive full credit for service before the voluntary termination and seniority will continue forward from the time the employee returns to a bargaining unit position, if the employee returns to a bargaining unit position within one year.

(ii) Absence for 3 working days without notifying the Hospital personnel office unless the employee is unable to give such notice for reasons beyond his control.

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*Professional Bargaining Unit
Hospital Proposal #4 – Article 21, Sick Pay
Proposed March 12, 2025*

ARTICLE 21
Sick Pay

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(g) The Hospital will continue its practice of accumulating and accounting for sick days during the sick plan year (first pay period of October through to last pay period of September). Of the twelve (12) sick days which may be accrued in any sick plan year, employees with at least eight (8) hours of sick time in their sick time bank may “sell back” up to nine (9) and three (3) may be taken as personal days in the following sick plan year. Employees who start out the sick plan year with sick days in the bank, shall be permitted to “sell back” to the Hospital those sick days accrued during the applicable sick plan year - but unused - without paying the bank back first. ~~Cash p~~Payment for these “sell back” sick days will be made by direct deposit on the first payday in December following the sick plan year for which the election was made. Employees working part of any sick plan year will be apportioned this benefit on a pro rata basis to the period worked in a sick plan year.

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*Professional Bargaining Unit
Hospital Proposal #5 – Article 32, Miscellaneous
March 12, 2025*

ARTICLE 32
Miscellaneous

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(k) If a payroll check is not correct and the error exceeds \$50, and if the employee does not elect to have the correction processed in the next payroll period, then, if the payroll department is notified of the error by 8:00 AM 12:00 PM on the ~~Tuesday~~ Monday following payroll, the adjusted check will be issued no later than 4:00 PM that same day. However, if the paycheck correction is due to an employee’s failure to miss or incorrectly swipe when entering or leaving the Hospital or failure to timely submit time adjustment sheets (later

than 8:00 a.m. on the Tuesday following the close of the pay period) the correction may be made in the following pay period.

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