



May 30, 2018

Dear Fellow BFMC RNs,

Following 18 months of negotiations and a powerful effort to improve staffing and patient care, that included two strikes and tremendous solidarity, our bargaining committee has reached a complete tentative agreement with management!

Our bargaining committee unanimously recommends it for your approval. There will be a secret ballot ratification vote on Monday, June 11 from 7AM until 7pm at BFMC in the Old Surgical Waiting Room.

We believe that this is a huge victory for Baystate Franklin patients, nurses and our entire community. The ultimate credit for this settlement goes to our 230 unified nurses and the Franklin County residents who joined with us.

A complete copy of all pages of the Tentative Agreement is attached. Here are some highlights:

- The hospital agrees not to diminish the current staffing grids as they relate to RNs.
- The hospital shall post and recruit positions to fill such positions that are necessary for the hospital to meet its contractual obligations.
- In the medical/surgical/telemetry units, the hospital will plan to have one charge nurse at all times without a patient assignment and one admissions nurse without a patient assignment from 11 a.m. to 11 p.m.
- On a daily basis in the medical/surgical/telemetry units, the charge nurse will have no patient assignment at the start of their shift. After two hours they may take up to two patient assignments in unplanned circumstances. In those circumstances, management will make all efforts to make available an RN who can take the transfer of the charge nurse's patient assignment.
- In the OR, charge nurses are not given a patient assignment.
- MHU: So that RNs are not required to perform MHC work, a 3rd MHC will be scheduled at 14 patients. Also: There will be an assigned Charge / Admissions RN at all times.
- The hospital agrees to reinstate the Silver health insurance plan (which management took away before negotiations began) effective September 1. And an agreement to "maintenance of benefits" language assuring that there will be no cuts to the benefits to or increase to the Silver health plan co-pays or other out of pocket costs through 2021.
- The hospital withdrew proposals to reduce nurses' earned time and holidays.

- Wages: Improvements which will help recruit, retain and better compensate:
 - Ratification bonus: Nurses will receive \$0.50 for every hour paid in 2017 up to the first full pay period after ratification.
 - 2.5% across-the-board increase the first full pay period after ratification.
 - 1.4% effective Jan. 1, 2019
 - 1.5% effective Jan. 1, 2020
 - 2% effective Jan. 1, 2021
 - Increased differential pay for on-call, CNL/Charge, evening, nights, weekends, advanced degree nurses (BSN & MSN) , and precepting.
 - Quality & Risk Management/Case Management RNs move up from paygrade 26 to 27.
 - Improved tuition reimbursement.
 - Improved retirement language, locking down the details of the plan benefits,
 - New workplace violence prevention agreements.
 - Floating language and the creation of a new float pool to improve staffing and patient care.
 - Language affirming compliance with a) Mass. Meal Break law, b) Mass Earned Sick Time (which also provides per diems with up to 40 hours of sick time per year), c) the ICU patient care law, and d) language saying that the Patient Safety Act, when passed, will be effective in the hospital 7/1/2020.
 - Limited Duty Nurse (per diem) language that makes clear that per diems work as needed without a regular schedule. (The implication being that if a PD is being regularly scheduled to a particular department, then a position should be posted).
 - Discipline: Any negative notes placed in an RN's file will be provided to the RN, and, in addition to the right to file a grievance, one has the right to place a rebuttal statement in one's own file.
 - Increasing or decreasing hours: New improved language.
 - Redefined "Emergency" as it is used in the contract (which had been used over-broadly in the past by some managers) to be "An unforeseen event that could not be prudently planned for or anticipated by a hospital and affects patient safety in the hospital and where there is a government declaration of emergency, catastrophic event or hospital emergency declared by the president of the hospital."
 - LOAs: Improved language for military leave and education leave (so RNs can more easily stay employed while enrolled in school to advance their skills).
 - Improved vacancy/job bidding language and leave language.
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Please join us after the vote for a gathering to express appreciation to each other and supporters at Hawks and Reeds starting at 7pm!

In Solidarity,

Your BPMC MNA Bargaining Committee