

**2005-2007 LABOR AGREEMENT
UNITED PROFESSIONALS FOR QUALITY HEALTH CARE
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2005-2007 United Professionals for Quality Health Care (UPQHC) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2005-2007 UPQHC Agreement for the complete provisions.

| <u>ARTICLE</u> | <u>REF</u> | <u>SUMMARY OF CHANGES</u> |
|-------------------|-------------|--|
| <u>II</u> | | <u>UNION RECOGNITION</u> |
| | 2/8/1 | <u>Union Management Meetings:</u> Updated listing of agencies |
| <u>V</u> | | <u>WAGES</u> |
| | 5/3/3 | <u>HAM/POPE:</u> Incorporates Negotiating Note #6 on POPE. Dropped use of RMR. |
| <u>VI</u> | | <u>EMPLOYEE BENEFITS</u> |
| | 6/1/1 | <u>Health Insurance:</u> Provides new rates for the 3-tier HI program |
| | 6/5/1 | <u>Vacation:</u> Adopts accelerated vacation for both exempt and non-exempt employees. This unit has only a handful of non-exempts and only until they are reclassified. |
| | 6/6/1/A./8. | <u>Union Leave – Special Projects:</u> Incorporates MOU #6 on performance of special projects when designated by the union president. |
| | 6/9/2 | <u>Military Leave:</u> Adopts new language that allows Governor to extend benefits; three additional extensions, up to two years each. |
| | 6/17/2/A. | <u>Earning of Comp Time:</u> Allows premium comp time on 80 hour bi-weekly basis (accommodates alternative work schedules), by mutual agreement. |
| | 6/20/1./D. | <u>Responsibility Pay:</u> Defines “weekend” as “a 48 hour period between 10:00 p.m. on Friday and 7:30 a.m. on Monday.” |
| | 6/21/2 | <u>Dental Check Off:</u> Incorporates Informational Note # 1 regarding Dental Check Off. |
| <u>VII</u> | | <u>WORK SCHEDULES</u> |
| | 7/1/1 | <u>Scheduling:</u> Provides definitions for “day off,” “p.m. shift,” and “night shift.” |
| | 7/6/1 | <u>Weekend Scheduling:</u> Provides cross reference to definition of “weekend.” |
| | 7/10/2 | <u>Float Pool Nursing Programs:</u> Incorporates MOU #8 on Float Pool Nursing Programs. |

| <u>ARTICLE</u> | <u>REF</u> | <u>SUMMARY OF CHANGES</u> |
|----------------|---|---|
| <u>X</u> | 10/1/3 | <p><u>LAYOFF PROCEDURE</u></p> <p><u>Restoration:</u> Provides that restoration rights follow position if transferred to a different state agency as a result of budget changes.</p> |
| | 10/2/1.C./2. | <p><u>Layoff Procedures:</u> Clarifies rights of employees volunteering for layoff out of seniority order.</p> |
| | 10/4/1 | <p><u>Restoration:</u> Recreates and re-titles sections to clarify and, in some cases, expand restoration rights.</p> |
| <u>XII</u> | 12/6/2 | <p><u>MISCELLANEOUS</u></p> <p><u>Liability Protection:</u> Incorporates NN # 4 regarding Professional Liability.</p> |
| | <u>XIII</u> | 13/2/1 |
| | | <p><u>NEGOTIATING NOTES</u></p> |
| Old NN #4 | | <p><u>Professional Liability:</u> Delete; incorporated at 12/6/2</p> |
| NN #5 | | <p><u>Sign-On Bonus:</u> Allows for alternate payment and reimbursement plan, by mutual consent of Employer and employee.</p> |
| Old NN #6 | | <p><u>Prior Occupational Professional Experience:</u> Delete; create 5/5/3.</p> |
| Old NN #8 | <p><u>Statewide Float Pool Committee:</u> Delete; incorporated into 7/10/2.</p> | |

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| | | <p data-bbox="521 296 1036 327"><u>MEMORANDA OF UNDERSTANDING</u></p> <p data-bbox="331 365 818 396">Old MOU #3 <u>Contracting Out:</u> Delete.</p> <p data-bbox="331 434 873 466">Old MOU #4 <u>Deinstitutionalization:</u> Delete</p> <p data-bbox="331 504 737 535">Old MOU #5 <u>Downing:</u> Delete.</p> <p data-bbox="355 573 1446 667">MOU #5 <u>Forced Overtime:</u> Substantial changes including addition of definitions and exemptions, reducing mandatory additional hours, and procedure for assigning additional hours.</p> <p data-bbox="355 705 1490 772">MOU #8 <u>Advance Practice Nurse:</u> Parties agree to meet during the life to discuss pay range assignment if an advance practice nurse classification is created.</p> <p data-bbox="355 810 1495 842">MOU #9 <u>Pilot Projects for Career Development:</u> Allows local pilots for career development</p> <p data-bbox="347 879 1539 947">MOU #10 <u>Recruitment and Retention Committees:</u> Mandates local committees and some subject areas, especially those related to recruitment and retention.</p> <p data-bbox="347 984 1203 1016">MOU #11 <u>Telecommuting:</u> New language similar to other contracts.</p> <p data-bbox="331 1054 1127 1085">Info Note #1 <u>Dental Check Off:</u> Delete; incorporated into 6/21/2</p> |