

4/30/74

~~Smith: Sta. Harris~~
Chippewa County War Memorial Hospital

AGREEMENT

Between

CHIPPEWA COUNTY WAR MEMORIAL HOSPITAL

and the

MICHIGAN NURSES ASSOCIATION

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

1973-1974

Michigan Nurses Association
130 Spartan Avenue
East Lansing, Michigan 48823

THE CODE FOR NURSES

INTRODUCTION

The development of a code of ethics is an essential characteristic of a profession, and provides one means whereby professional standards may be established, maintained, and improved. A code indicates a profession's acceptance of the responsibility and trust with which it has been invested. Each practitioner, upon entering a profession, inherits a measure of that responsibility and trust and the corresponding obligation to adhere to standards of ethical practice and conduct set by the profession.

The Code for Nurses, adopted by the American Nurses' Association in 1950 and revised in 1960 and 1968, is intended to serve the individual practitioner as a guide to the ethical principles that should govern her nursing practice, conduct and relationships. The Code clarifies the essential areas in which definite standards of practice and conduct are seen as essential to the full and ethical discharge of the nurse's responsibility to the public, to other groups with whom she may be associated, and to the profession of which she is a member. Each nurse has an obligation to uphold and adhere to the Code in her individual practice and to ensure that her colleagues do likewise.

THE CODE

1. The nurse provides services with respect for the dignity of man, unrestricted by considerations of nationality, race, creed, color, or status.
2. The nurse safeguards the individual's right to privacy by judiciously protecting information of a confidential nature, sharing only that information relevant to his care.
3. The nurse maintains individual competence in nursing practice, recognizing and accepting responsibility for individual actions and judgments.
4. The nurse acts to safeguard the patient when his care and safety are affected by incompetent, unethical, or illegal conduct of any persons.
5. The nurse uses individual competence as a criterion in accepting delegated responsibilities and assigning nursing activities to others.
6. The nurse participates in research activities when assured that the rights of individual subjects are protected.
7. The nurse participates in the efforts of the profession to define and upgrade standards of nursing practice and education.
8. The nurse, acting through the professional organization, participates in establishing and maintaining conditions of employment conducive to high-quality nursing care.
9. The nurse works with members of health professions and other citizens in promoting efforts to meet health needs of the public.
10. The nurse refuses to give or imply endorsement to advertising, promotion, or sales for commercial products, services, or enterprises.

This Agreement made and entered into this seventh day of May, 1973, by and between Chippewa County War Memorial Hospital, Sault Ste. Marie, Michigan, and the Michigan Nurses Association, 120 Spartan Avenue, East Lansing, Michigan, hereinafter referred to as the MNA or the Association.

ARTICLE I

PURPOSE AND INTENT

The general purposes of this Agreement are: to set forth the parties' agreement in respect to rates of pay, wages, hours of employment, and other conditions of employment; to provide procedures for the adjustment of grievances; and, to promote orderly and peaceful labor relations for the mutual interest of the Hospital, the employees, and the Michigan Nurses Association.

The parties recognize that the interest of the community and the job security of the employees depend upon the Hospital's success in continuing a proper service to the community.

To these ends the Hospital and the MNA encourage to the fullest degree friendly and cooperative relations between their respective representatives at all levels

ARTICLE II

THE PARTIES' RIGHTS AND RESPONSIBILITIES

The Michigan Nurses Association recognizes and agrees that the Hospital reserves and retains the sole right to manage and operate the Hospital's affairs in all respects and matters in connection with such rights subject, however, to State and Federal laws, rules and regulations and the provisions of this Agreement.

The Hospital recognizes and agrees that the employees are likewise subject to State and Federal laws, rules and regulations, and to the ANA Professional Code.

In the event that any provision of this Agreement is in conflict with the provisions of any law, they shall be deemed modified only to the extent necessary so that they will comply with the applicable provisions of any statute, law, court decision, rules and regulations, and pertinent Guidelines, State or Federal, now in effect or passed in the future.

ARTICLE III

RECOGNITION

For the term of this Agreement and for the intent and purpose set forth in ARTICLE I, the Chippewa County War Memorial Hospital recognizes the Michigan Nurses Association as the exclusive representative of all the employees in such unit for the purpose of collective bargaining with regard to rates of pay, wages, hours of employment, and other conditions of employment.

The Unit consists of all Registered Nurses employed by the Hospital, excluding Director and Assistant Director of Nursing, Head Nurses, Shift Nurses (3-11 Supervisors and 11-7 Supervisors), and Nurse Anesthetists.

Persons awaiting Michigan Registration, and who are employed as professional nurses under a temporary permit issued by the Michigan Board of Nursing, shall be included in the Unit.

ARTICLE IV

MNA DUES

Section 1 - Dues Deduction

The Hospital agrees to deduct membership dues for the MNA, its affiliates, and the Staff Council from the wages of nurses who are members of the MNA. As general guiding principles in such deductions, the following conditions shall apply:

1. A nurse who wishes to have her dues deducted shall authorize such deduction in writing.
2. Individual authorization forms (sample attached) shall be furnished or approved by the MNA and, when executed, filed by it with the Payroll Office of the Hospital. All authorizations so filed shall become effective within thirty (30) days following the filing of the authorization.
3. Authorization once filed with the Payroll Office shall be irrevocable for a period of one (1) year or until the termination of the Agreement by the Hospital and the MNA, (including any extensions, renewals, or modifications thereof, or any new Agreement between the Hospital and the MNA,) whichever occurs sooner.
4. Dues for the MNA, its affiliates, and the Staff Council shall be deducted together in twelve (12) monthly installments. This deduction will be made on the Payroll following that one that the Blue Cross premium is deducted from. The Hospital will make the deduction only if the nurse has enough pay due her to cover her dues obligation to the MNA.
5. The Hospital will deduct only that amount specifically stated on the payroll authorization. Changes in the amount to be deducted will be made only when an employee has completed an amended authorization and presented it to the Payroll Department at least thirty (30) days in advance of the appropriate deduction pay period.
6. The Hospital will mail to the MNA at its office at 120 Spartan Avenue, East Lansing 48823, a check in the total amount of deductions made in the MNA's behalf once each month, together with a list of the Nurses from whom a deduction has been made. The MNA shall be responsible for disbursement of dues received by it to the Treasurers of the various Associations. The MNA shall refund to the Nurse dues erroneously deducted by the Hospital and paid to the MNA. A copy of the list of nurses from whom a deduction has been made will also be given to the local Staff Council.

Section 2 - Membership Changes

The Hospital will provide the Association and the local Staff Council with a listing of all Registered Nurses at the effective date of this Agreement.

Furthermore, each month the Hospital will provide a list containing names and addresses of all Registered Nurses hired to fill positions, all resignations, and all promotions to positions not covered by this Agreement.

AUTHORIZATION FOR PAYROLL DEDUCTION

120 Spartan Avenue
East Lansing, Michigan 48823

Michigan Nurses Association

I, the undersigned, do hereby authorize the Chippewa Co. Mar Mem. Hosp.
to deduct the sum of _____ in 12 equal
installments of _____ from any earned
or accrued wages due me, (until revoked by written notice), and to remit same
to the Michigan Nurses Association for payment of my Association dues.

Date _____ Signature of Employee _____

Soc. Security Number _____

ARTICLE V

ROLE OF THE NURSE

- A. The Hospitals as community institutions and the Registered Professional Nurses as a professional group share the common goal and the common responsibility of providing to the citizens who require it, nursing care which is both safe and adequate. Toward this end the Parties have entered into this Agreement to establish rates of pay, wages, hours, and other conditions of employment, to establish channels of communication and to create procedures for resolving disputes and to define the role of the Nurse in the Hospital's operation.
- B. The Hospitals recognize that Registered Professional Nurses are responsible for the direct and/or indirect total nursing care for the patients assigned to them, and that modern hospital operation requires that various auxiliary personnel and services are required to assist the nurse in providing the nursing care.
- C. The Parties agree that the nurse must and shall have authority commensurate with her responsibility for directing the work of the various auxiliary nursing personnel who are employed to perform various nursing functions which are a part of total nursing care. At the present time the auxiliary nursing personnel include Licensed Practical Nurses, Practical Nurses, Orderlies, Nurses' Aides, and Ward Clerks.
- D. The Parties further agree that certain auxiliary services which are necessary for providing total patient care and which are customarily assigned to other departments of the Hospital should be provided by the employees assigned to these Departments. Registered Professional Nurses should not be expected to perform these services as a routine function so they are left free to carry out their primary responsibility of patient care. However, this statement of intent shall not excuse a nurse from performing any assignment consistent with her professional ethics and judgment given to her by her supervisor which is connected with patient care. The parties also acknowledge that this statement of intent recites desired goals which may not presently be fully implemented, but which shall be a subject or reasonable cooperative effort to upgrade patient care.

E. The Hospital recognizes that the Registered Nurse subscribes to a Code of Ethics and will support the Nurse in her compliance with that Code.

ARTICLE VI

REPRESENTATION

Section 1 - Professional Committee

Registered Professional Nurses employed by the Hospital shall be represented by a Professional Rights and Responsibility Committee (PR&R Committee) composed of four (4) Nurses. They will be Nurse employees of the Hospital and their selection will be in any manner determined by the Nurses. The Employer will recognize the Professional Rights and Responsibilities Committee members and representatives of the MNA in the administration of the provisions of the Agreement, grievance procedure and special conferences therein provided. The MNA will keep the Employer informed in writing of the nurses' names and their alternates who are members of this Committee. The Employer agrees to release and compensate members of the committee at their regular hourly rate for any scheduled working hours required for Special Conferences or grievance processing. The PR&R Committee shall process grievances at all levels of the Procedure however, the Committee or the Employer may request participation of a representative(s) of the MNA State Office once the grievance reaches Step Three (3). This committee (PR&R) will function also as the Grievance Committee.

Section 2 - Authority of Negotiating Representatives

Both Parties mutually pledge that the negotiating representatives selected by each shall have such reasonable authority as is necessary to expedient and successful negotiation but both parties recognize and agree that no final Agreement between the Parties may be executed without ratification by the Hospital Board of Trustees and by a majority of the Nurses within this bargaining unit.

ARTICLE VII

SPECIAL CONFERENCES

A special conference on important matters relative to professional nursing problems shall be arranged by mutual agreement between the Chairman of the Nurses' Staff Council and the Hospital's Executive Director (or his designate) and/or Director of Nursing Service, at the written request of either of them. Whichever of them requests a special conference shall accompany his request with a written agenda of the matter(s) to be taken up at the meeting.

If the above representatives of the parties agree to hold a special conference they shall arrange for the date, time, and place thereof.

A special conference may be attended by such representatives of each of the Parties as each of them deems useful to this discussion of the matter(s) on the agenda - but not less than two (2) nor more than five (5) representatives of either party. The Hospital will pay any of its employees covered hereby for work-time lost in attending a special conference and for up to one-half (1/2) hour preceding the conference if such time is reasonably required to enable the MNA representatives to meet together for discussion of the matter(s) on the agenda.

The matters taken up in the special conference shall be limited to the above mentioned agenda.

ARTICLE VIII

GRIEVANCE PROCEDURE

Section 1 - Definition of A Grievance

A grievance is defined as a violation or alleged violation of misinterpretation of a provision of this Agreement. Any grievance filed shall refer to the provision or provisions alleged to have been violated and shall adequately set forth the facts pertaining to the alleged violation.

Section 2 - Steps of the Grievance Procedure

A Nurse having a grievance as above defined may present it to the Hospital as follows, and in accordance with the Rules of Grievance Processing which are set forth in Section 3 of this Article.

Step 1:

A Nurse may verbally present a grievance to her immediate supervisor or to her Grievance Committee Representative, or to both of them together. At any discussion of the grievance between the employee and her supervisor, either or both of them may arrange for the Nurses' Grievance Committee Representative to be present. If the grievance is presented to the supervisor, she shall give her verbal answer to it no later than the end of the day following its presentation.

If the supervisor verbally grants the grievance, the Nurse shall promptly see her Grievance Committee Representative. The Grievance Committee Representative shall write the grievance on a form provided by the MNA, the Nurse shall sign it, and the Grievance Committee Representative shall present it to the Supervisor, by the end of the day following the verbal answer. The supervisor shall write her answer on the form, sign it, and return it to the Grievance Committee Representative by the end of the next day.

If the supervisor verbally denies the grievance, it may be similarly written up, signed and presented for written answer within two (2) days following the verbal answer.

Step 2:

If the MNA wishes to appeal written denial of a grievance in Step 1, the Grievance Committee Chairman, within two (2) days following the written answer in Step 1, shall present it to the Director of Nursing.

The Director of Nursing shall answer the grievance, in writing, within two (2) days thereafter.

Step 3:

If the MNA wishes to appeal a grievance denied in Step 2, its Grievance Committee Chairman shall present it to the Hospital's Executive Director or his designate within two (2) days following the written answer given the grievance in Step 1 or Step 2, as the case may be. The Executive Director or his designate may call the Grievance Committee Chairman to confer, and either may arrange to have present at such meeting the grievant and/or any representative as deemed useful to the discussion of the particular grievance.

The Executive Director or his designate shall answer the grievance, in writing, no later than five (5) days after it is presented or, if a meeting is held, no later than five (5) days following the meeting.

Step 4:

If the MMA wishes to appeal denial of a grievance in Step 3 - after review of the matter by the Grievance Committee and/or an MMA Representative - it shall within thirty (30) days after the answer in Step 3, file at the appropriate office of the American Arbitration Association that Association's form "Demand for Arbitration", duly completed. The matter shall thereafter be administered by the Association in accordance with its "Voluntary Labor Arbitration Rules". The parties, the Arbitrator, and the arbitration shall be subject to the following which shall control if there be conflict with a Rule of the Association:

- The Arbitrator shall be empowered to rule only on a grievance which involves an interpretation or application of this Agreement.
- He shall not add to, subtract from, ignore, or change any of the provisions of this Agreement.
- The Arbitrator's charges for his services and expenses shall be shared equally by the parties. All other expenses will be the responsibility of the parties incurring them.
- The Arbitrator's decision shall be final and binding.

Section 3 - Rules of Grievance Processing

- A. It is agreed that any grievance must be brought up as soon as it might have become known to exist and that, in any event, no grievance claim shall be valid for a period more than one (1) calendar month prior to the date the claim was first filed in writing. Within this limitation, back pay shall be the amount of wages the Nurse would have earned from the Hospital, less any amount received by her from other employment, self-employment, or, if hereafter applicable, unemployment compensation.
- B. The parties agree that wherever in this Agreement they have provided for a grievance to be initiated at a Step higher than Step 1, such constitutes their mutual waiver of all preceding Steps of the Grievance Procedure.
- C. For the purposes of the grievance procedure a "day" shall be deemed to mean Monday through Friday, excluding Holidays, and the day on which action is taken shall not be part of the time limit provided.
- D. The time limit at any Step of the Grievance procedure may be extended by written mutual Agreement of the parties' representatives at that Step.
- E. A Grievance Committee Representative shall date and sign his appeal of a grievance to a higher Step; the Hospital's representative receiving it shall give a receipt for it and note the date and time he received it. A Hospital representative shall date and sign his answer to a grievance; the Grievance Committee representative receiving the answer shall give a receipt for it and note the date and time he received it.

- F. In the absence of a representative at any Step, the party he represents may designate an alternate to act in his place.
- G. A grievance not advanced to the next higher level within the time limit provided shall be deemed withdrawn and as having settled the subject matter of that grievance, on the facts involved and on the basis of the last answer given to the grievance. A grievance not answered within the time limit provided shall be automatically advanced to the next higher step.
- H. For working time necessarily spent in investigating a grievance already submitted in the grievance procedure, or in discussion of such a grievance procedure, or in discussion of such a grievance with the Hospital's representative(s), a MNA member employed by the Hospital shall be paid at her regular, straight-time rate for those hours during which she would otherwise have been at work for the Hospital, it being agreed that such investigation or discussion shall be performed without undue loss of working time.
- I. In no event shall any Nurse leave her work for grievance processing, as above, without first notifying and obtaining the approval of her immediate supervisor, and turning her work over to a replacement who shall be provided by the Supervisory as promptly as is practicable under the circumstances. She shall promptly report to her Supervisory upon return to her Nursing Station.
- J. When a grievance discussion takes place during the working hours of the grievant and her presence is required during the discussion, she will, upon request to her immediate supervisor, be allowed to leave work as soon as she can be spared therefrom as determined by her supervisor. She shall be paid at her regular, straight-time rate for work hours so lost when it is necessary for her to be present during consideration of her grievance.
- K. It is understood and agreed that any grievance settlement arrived at is final and binding upon the Hospital and MNA.

ARTICLE IX

SENIORITY

Section 1 - Definition

A Nurses' seniority is her length of continuous service based on one (1) year of service for each 2,080 hours of paid employment, beginning with the first day of work following her most recent hiring by the Hospital. Seniority shall be applied only as specifically set forth in this Agreement.

Said seniority shall be applied to vacation, sick leave and eligibility for the Pension Plan. Nurses transferred to the bargaining unit from other classifications within the facility shall receive the wage rate dependant upon their seniority within the bargaining unit.

Section 2 - Probationary Employees

A Nurse shall be considered to be on probation and shall not be entitled to any seniority until she has completed three (3) calendar months of employment, measured from her first day of work for the Hospital after her most recent hiring.

If, during her probationary period, a nurse is discharged or is laid off for two (2) consecutive calendar weeks or more, she shall begin her probationary period anew if she is later rehired by the Hospital.

Upon the nurse's completion of her probationary period, she shall be placed on the seniority list as of the date of her first day of work in her probationary period.

Section 3 - Seniority List

Every six (6) calendar months after the date of the posting of the initial seniority list, during the term of this Agreement, the Hospital will post on its bulletin board and will furnish to the Secretary of the R.N. Staff Council, a seniority list revised to that date.

It shall be the responsibility of each nurse to check each revised seniority list and to notify the Executive Director (or his designate), on a form available at his office, of any alleged error in the list.

If the question of correct seniority date is not settled between the Executive Director (or his designate) and the nurse, the nurse may refer the matter to Step 3 of the grievance procedure.

In effecting a personnel change, the Hospital shall be entitled to rely on the seniority list as posted at that time.

Section 4 - Loss of Seniority

A nurse shall lose all seniority, her name shall be removed from the seniority list, and she shall cease to be an employee of the Hospital, in the event:

- (1) She quits; or,
- (2) She retires, or she is retired, from the Hospital's employment; or,
- (3) She is discharged for proper cause; or,
- (4) She dies; or,
- * (5) She is absent from work, without permission, for three (3) successive work days ("successive work days" being understood to include work-days surrounding a period of scheduled time off, but not to include the period of such time off itself).
- * (6) She fails to report for work when notified to do so in person or by telephone, by the starting time of her shift on the fourth (4th) work-day thereafter, or by the starting time of her shift on any later day on which she is ordered to report, or if she fails to report for work when notified to do so by telegram or registered or certified mail, by the starting time of her shift on the sixth (6th) work day after such notice is sent, or by the starting time of her shift on any later day on which she is instructed to report; or,
- (7) She gives false reason for obtaining a leave of absence; or,

- (8) She accepts employment elsewhere while on a leave of absence (other than military service or an MMA business leave), or she is self-employed for the purpose of making a profit during a leave of absence; or,
- * (9) She fails to report for work, or fails to notify the Hospital as to why she cannot report, at the starting time of her shift on her work day after a leave of absence; or,
- (10) She is on sick leave of absence for a period of two (2) years.

*However, if a nurse falls within situation (5), (6), or (9) above, and if her absence from work or her failure to report to work, as the case may be, is due to illness, injury, or other serious reason beyond her control, she will re-instate her seniority if:

1. She either notifies the Hospital by telephone call, by telegram, or by mail, received prior to the seniority deadline provided, or establishes to the satisfaction of the Executive Director (or his designate) that it would be unreasonable to expect her to give notice under the circumstances; and
2. She substantiates to the satisfaction of the Hospital's Executive Director (or his designate) the reason for her absence from work or her failure to report for work, as the case may be, or the circumstances which made it unreasonable to expect her to give notice.

The Hospital's determination that a nurse's seniority should not be reinstated may be appealed by the nurse to the Grievance Procedure, beginning at Step 3.

ARTICLE X

HOURS OF WORK AND SALARY SCHEDULE

Section 1 - Hours of Work

A. Work schedules shall be generally described as follows:

Day Shift	7:00 a.m. - 3:30 p.m.
Afternoon Shift	3:00 p.m. - 11:30 p.m.
Night Shift	11:00 p.m. - 7:00 a.m.

It is understood that a nurse who completes her tour of duty 15 minutes prior to the end of scheduled shift change will be considered to have completed her tour of duty.

B. The Hospital and the MMA recognize and mutually agree that a Nurse must be at her duty station at the scheduled starting time of her shift. Also, they recognize and mutually agree that, since patient care comes first, the nurses will continue their present practice of reporting to their duty station slightly ahead of their shift starting time so that the nurse going off shift may give her information as to her patients -- and of staying on shift until so relieved by the nurse on the next shift who assumes her patient-care responsibility. Nurses will continue to cooperate with each other to keep to a minimum "shift change carryover time". The Hospital will continue to expend its best efforts to do so, to the extent within its control.

C. All Registered Nurses other than full-time will be required to work one (1) weekend a month if requested.

The Hospital and the MNA agree, as of the effective date of this Agreement, for nurses covered by this Agreement, the salary schedule shall be as set forth in Appendix A which is attached hereto and made a part hereof.

ARTICLE XI

WAGE SUPPLEMENTS

Introduction

A full time nurse who has completed her probationary period is entitled to all the wage supplements set forth in this Article. A regular, part time nurse who has completed her probationary period is entitled to all such wage supplements - but on the basis and to the extent indicated as to each wage supplement applicable to her.

A full time nurse is one who, at the time her eligibility for a wage supplement is to be determined, has worked at least 2,080 hours in the twelve (12) month period prior to the most recent anniversary of her seniority date.

A regular, part time nurse is one who at the time eligibility for a wage supplement is to be determined, has worked at least eight hundred (800) hours, but less than 2,080 hours in the twelve (12) month period immediately prior to the most recent anniversary date of her seniority date.

The regular part time nurse who works the minimum hours will be granted appropriate fringe benefits on a pro-rated basis in the proportion that her hours bear to full time employment.

Section 1 - Bereavement Time with Pay

At the time of the death of a member of her immediate family, as defined below, an employee- whether full time or part time - shall be granted leave of absence as paid personal business leave, so that she may make funeral arrangements, attend the funeral, etc., for a period of time which is of duration appropriate to the circumstances presented (such as out-of-town travel involved). A nurse shall be paid three (3) days for such personal business, bereavement leave at her straight-time hourly rate.

All part time nurses will be paid bereavement pay, up to three (3) days or an amount equivalent to the number of scheduled days immediately following the death of a member of her family, whichever is the lesser amount.

"Immediate Family" shall mean grandparent, child, parent, spouse, child-by-law, grandchild, brother, sister, parent-in-law, son-in-law, or daughter-in-law, wherever they may have resided, or any other family member who resided in the same household as the nurse to the extent that a Federal income tax exemption in the most recent year of filing was claimed by a member of the nurse's household.

The Hospital may require verification of the death and/or of the relationship of the nurse to the deceased, at its discretion following the leave and before making payment for bereavement time. The Hospital may withhold payment if the nurse did not make prompt request for leave, prior to taking the time off, so that her work could be covered in her absence.

Section 2 - Call-in Pay and Stand-by Pay

An Operating Room Nurse - whether a full time nurse or a part time nurse - who is called into work outside of her regular working hours shall be paid at the rate of five dollars (\$5.00) per hour for hours spent at work in response to the call in; and, in any event, shall not be paid less than ten dollars (\$10.00) for such a call in.

It is recognized that the Hospital may assign an Operating Room Nurse to be on standby during any day of the week. A nurse assigned shall be assigned for a calendar week beginning Monday at 3:00 p.m. to the following Monday at 7:00 a.m. For each calendar week while so assigned, a nurse, whether full time or part time, will be paid \$45. However, in the event that a Holiday falls on the Monday at the end of the calendar week, the nurse assigned to the previous week shall continue to work through the Holiday to Tuesday at 7:00 a.m.

A nurse on standby must be available at all times by telephone and remain within a reasonable distance from the Hospital that will enable her to promptly arrive there to perform her services in the emergency situation for which she would be called. In figuring such "reasonable distance" prevailing and anticipated weather conditions shall be considered - the fouler the weather, the shorter the "reasonable distance".

When either the O.B. Department or C.C.U. or I.C.U. is closed, the O.B. nurse, the C.C.U. Nurse, the I.C.U. nurse, or the nurse in the Nursery may either be reassigned to another Nursing Station or assigned to standby call by the Director of Nursing Service or the Nursing Supervisor. However, the nurse will be reassigned to another Nursing Station if she so requests.

Section 3 - Discounts on Pharmacy Purchases

A Nurse, whether full time or part time shall be entitled to make purchases for cash from the Hospital's Pharmacy whenever she is off duty and the Pharmacist is on duty, of non-prescription items regularly stocked or of prescription items usually provided, at 10% above the Hospital's cost. Such purchases at discount may be made by the nurse for her own use or for the use of any member of her family who resides in the same household to the extent that a Federal income tax exemption, in the most recent year of filing, was claimed by a member of the nurse's household.

Section 4 - Holidays

The Hospital recognizes the following holidays on the days on which they are observed by the County of Chippewa:

December 24th	Independence Day	Washington's Birthday
Christmas Day	Labor Day	Nurse's Birthday
New Year's Day	Memorial Day	Thanksgiving Day

On the above holidays, the Hospital will schedule off as many nurses who would otherwise be scheduled to work as, in its judgment, it can spare consistent with its responsibilities to the Hospital's patients, their visitors, and the community served by the Hospital.

A full time nurse who is so scheduled off will be paid for eight (8) hours at her regular, straight time, hourly rate, provided:

- She is a seniority nurse on the day on which the Holiday is observed; and,
- She works the full period of her last scheduled work day prior to, and of her next scheduled work day following, the day on which the holiday is observed; or, in advance of such days, the Hospital's Executive Director (or his designate) excuses her from work for all or part of her shift on either, or both such days; or, without having been so excused in advance, she fails to work all, or part of her shift on either or both such 'surrounding days' but her failure to do so is for reasonable cause acceptable to the Hospital's Executive Director (or his designate).

A nurse, whether full time or part time, who is scheduled to work on a holiday and who works as scheduled will be paid at one and one-half (1 1/2) times her regular straight time hourly rate for her hours worked on that holiday and, in addition, will be paid for eight (8) hours at her regular straight time hourly rate as holiday pay. However, by mutual agreement of the nurse and her immediate supervisor, the nurse may be given a "compensatory" day off within the period of thirty (30) days before or after the holiday (on a day which is mutually satisfactory to her and to her immediate supervisor, in lieu of holiday pay.)

A nurse who is scheduled to work on a holiday and who does not work her full scheduled shift that day shall be paid only for those hours, if any, which she actually worked on the holiday - unless her failure to work her full scheduled shift was for reasonable cause in the judgment of the Hospital's Executive Director (or his designate), subject, of course, to the nurse's right to submit in the grievance procedure, at Step 3, an adverse decision of the Executive Director (or his designate).

A nurse whose vacation period includes a holiday shall have one (1) day added to her vacation period.

All nurses will be responsible to give two week's advance notice to the nursing office of the date of her birthday for scheduling purposes.

All part time nurses who work eight hundred (800) hours or more shall receive pro-rated holiday benefits as follows:

- 800 hours - 4 holidays
- 1152 hours - 5 holidays
- 1384 hours - 6 holidays
- 1616 hours - 7 holidays
- 1848 hours - 8 holidays

Holidays worked for which the nurse receives pay (2 1/2 times regular rate) or compensatory time off will be deducted from the accrued holidays.

No part time nurse will receive less than one holiday (birthday).

Section 5 - Insurance

A. Health Insurance

The Hospital will continue to make available to a nurse - whether full time or part time - who meets the hours of work eligibility requirement established by Blue Cross/Blue Shield, a choice of such organizations' plans of health insurance, providing ward or semi-private coverage.

Towards the monthly premium of whichever of such plans a full time nurse elects, the Hospital will contribute, monthly, the cost of the portion of the premium allocated for Blue Cross, for single-person, semi-private coverage, at the premium level in effect at the time the premium is due. In addition, the Hospital will contribute, monthly, one-half (1/2) the cost of the portion of the premium allocated for Blue Shield for single person coverage at the premium level in effect at the time the premium is due. For a regular part time nurse, the Hospital will contribute, monthly, one-half (1/2) the total contributed for a full time nurse at the time the premium is due.

B. Life Insurance (Including Accidental Death and Dismemberment Insurance)

The Hospital will continue to make available to a full time nurse covered hereby the plan of life insurance coverage (including Accidental Death and Dismemberment Insurance Coverage) which was in effect immediately prior to the effective date of this Agreement. The Hospital will pay the entire premium cost of the insurance.

C. Liability Insurance

The Hospital has in force in its Comprehensive Hospital Liability Policy liability coverage for all employees, including Registered Nurses. Such coverage has limits of liability of One Hundred Thousand Dollars (\$100,000) for all loss arising from injury or death of any one person and subject to the same limit on account of injury or death of each person. The total liability for loss from any one occurrence is limited to Three Hundred Thousand Dollars (\$300,000).

Section 6 - Jury Duty Pay Supplement

During the period when a Nurse is performing required jury duty service the Hospital will pay her the amount, if any, by which her fees for jury service are less than the pay she would have received had she worked her scheduled shifts during her period of jury duty, provided that the nurse give to the Hospital's Executive Director (or his designate) prompt notice of her call for jury service, and, thereafter, provides evidence satisfactory to the Hospital's Executive Director (or his designate) of her performance of jury service and of the payment she received thereof.

Section 7 - Rest Period with Pay

Each employee will be allowed rest periods of 15 minutes in length to be taken at or near the mid-point of the first and second halves of the 8 hour shift. If this is impossible, one thirty (30) minute rest period will be allowed.

Section 8 - Overtime

The Hospital will make every effort to assure that a nurse is called upon to work no more than her daily or weekly schedule of hours. However, if a nurse whether full time or part time works beyond eight (8) hours in a day or eighty (80) hours in a period of fourteen (14) consecutive calendar days, she shall be paid for such overtime hours at one and one-half (1 1/2) times her regular, straight time hourly rate, except as provided for "Patient Care" employees in Article X, Section 1, hereof. Overtime shall not be pyramided: that is, overtime premium payment shall not be duplicated for the same hours worked under any of the terms of this Agreement.

Section 9 - Physical Examination

Prior to beginning work for the Hospital, a nurse will submit a health history on the form provided by the Hospital, and will have a chest x-ray and laboratory tests - including serology test, urinalysis, complete blood count, and Tuberculin test. Additional examinations, including X-ray and laboratory tests deemed advisable by the Hospital will be given or repeated when called for in the Hospital's judgment. All such examinations are applicable to full and part time nurses. The Hospital will bear the full cost thereof.

Section 10 - Retirement Pension

The Hospital will continue to make available to a full time nurse, the retirement pension which was in effect immediately prior to the effective date of this Agreement. The Hospital reserves the right to substitute another carrier of this coverage; the fundamental provisions of the plan and the benefits thereunder will not be reduced.

The Hospital shall provide each nurse with information regarding the retirement pension, its benefits and the contributions made to it.

Section 11 - Shift Premium

A nurse - whether full time or part time - whose shift begins at any time between 3:00 p.m. and midnight, locally prevailing time, will be paid a premium as listed below:

Contract Year Beginning	<u>5-7-73</u>
3:00 p.m. - 11:30 p.m. shift	25¢ per hour
11:00 p.m. - 7:00 a.m. shift	30¢ per hour

Section 12 - Sick time with Pay

Upon her completion of her probationary period, a full time nurse shall be credited with three (3) days (24 hours) of paid sick time credit. Thereafter she shall be credited with one (1) days (8 hours) of paid sick time credit upon her completion of each calendar month of service for the Hospital.

A regular part time nurse who has completed her probationary period shall be given an initial paid sick time credit, and each calendar month thereafter shall add thereto by pro-ration of her hours worked to those of a full time nurse.

Paid sick-time credit may be accumulated to a maximum of one hundred (100) eight-hour days.

During the period of her absence from work due to her illness or injury, a nurse will be paid from her paid sick time credit, in not less than four-hour units, at her straight time hourly rate.

A nurse who falls ill or is injured and who expects to be off work so as to use her paid sick time credit must notify the Hospital, in the manner she has previously followed, as promptly as is practicable under the circumstances but, in any event, no later than one (1) hour prior to the starting time of her shift. Her failure to do so will justify the Hospital's denial of her claim against her paid sick time credit. However, such denial may be reversed upon presentation of valid reason for not giving prompt notification.

The Hospital may require a physician's certificate to confirm the reason for an absence from work for which a nurse makes an illness or injury claim against her paid sick time credit if the absence occurs the day before or after a holiday, the day before or after a vacation period, or the day before or after her scheduled day(s) off.

A nurse who depletes her paid sick time credit due to illness or injury may thereby indicate that her health is not suitable for employment in the Hospital and result in her being placed in sick leave status.

The Hospital will compensate a nurse for scheduled work days from a loss due to a compensable claim during her waiting period under the Workmen's Compensation Act.

A nurse, whether regular full time, or regular part time or her legally designated survivor(s), as the case may be, will be paid one-half (1/2) of her sick time with Pay credit which was unused at time, to a maximum of 40 days pay in the event:

- She dies, or
- She is on sick leave of absence for the period provided in Article IX, Section 4 (10), or at any time within that period is certified by a physician or by an insurance company as permanently and totally disabled for her usual work at the Hospital; or
- She retires at an age at which she would be eligible for Social Security Retirement Benefits; or
- She terminates after five (5) years of service with the Hospital.

Section 13 - Vacation, with Pay

A. Eligibility, and Allowances

On each Anniversary of her seniority date, a full time nurse shall be eligible for a vacation with pay, as follows:

<u>Seniority</u>	<u>Vacation time</u>	<u>Vacation Pay</u>
2,080 hours	Ten (10) work-days	80 hours
6,240 hours	Thirteen (13) work-days	104 hours
10,460 hours	Fifteen (15) work-days	120 hours
14,560 hours	Eighteen (18) work-days	144 hours
20,800 hours	Twenty (20) work-days	160 hours
31,200 hours	Twenty-five (25) work-days	200 hours

A nurse whose vacation period includes a holiday to which she is entitled, shall have one (1) day added to her vacation period.

On each Anniversary of her seniority date, a regular part time nurse shall be eligible for her pro-rated portion of the vacation time and vacation pay which is provided in the schedule above for a full time nurse with the same seniority.

B. Scheduling

Vacation will be scheduled at a time mutually agreeable to the nurse and her Department Head, at any time but only in the period prior to the Nurse's next eligibility date, provided that there should be a gap of at least one (1) calendar month between the last day of a nurse's vacation for one (1) year and the first day of her vacation for the following year. However, unusual circumstances could change this provision.

Usually a nurse should take her vacation time in periods of at least five (5) work days, or multiples thereof. However, if in the judgment of her Department Head, work scheduling requirements will so permit, a nurse may use less than five (5) days of her vacation time as a period of vacation.

If two (2) or more nurses request the same vacation period, or vacation periods which would over-lap, and they cannot be so scheduled consistent with the Hospital's performance of its services, in its judgment, choice of vacation period shall be granted in seniority order of the nurses involved.

Payment in lieu of vacation will only be made at the Hospital's discretion.

C. Payment

Vacation pay shall be computed at the nurse's regular straight-time hourly rate for the last full pay period prior to the start of her period of vacation time. If the period of vacation time is five (5) work days or a multiple thereof, vacation pay will be paid on the last regular payday prior to the beginning of the period of vacation time, providing the nurse files a written request with the Director or Assistant Director of Nursing service, otherwise vacation pay will be paid on the payday for the pay period which includes the vacation time.

Section 14 - Workmen's Compensation.

Pursuant to Michigan Law, the Hospital provides, at its sole expense, Workmen's Compensation coverage for each nurse covered by this Agreement.

Section 15 - Severance Pay

Regular full time employees terminated by the Hospital for other than cause will receive upon termination one week's salary for each year of service. An employee who requests termination because of age or disability shall receive said severance provided she is entitled to Receive Social Security compensation.

ARTICLE XII

LEAVES OF ABSENCE
(In Alphabetical Order)

Section 1 - Maternity Leave

A maternity leave of absence will be granted by the Hospital to any nurse who is pregnant, pursuant to government guidelines as follows:

- A. A written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy is in prima facie violation of Title VII.
- B. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, reinstatement, and payment under any health or temporary disability insurance or sick leave plan, formal or informal, shall be applied to disability due to pregnancy or childbirth on the same terms and condition as they are applied to other temporary disabilities.
- C. Where the termination of an employee who is temporarily disabled is caused by an employment policy under which insufficient or no leave is available, such a termination violates the Act if it has a disparate impact on employees of one sex and is not justified by business necessity.
- D. Seniority shall be retained during Maternity Leave of Absence.

Section 2 - Military Service Leave

The Hospital and the MNA agree that the matter of leave of absence for a nurse during the period of her military service in the Armed Forces of the United States, and of her reinstatement thereafter, shall be governed by applicable statutes and decisions of the Courts. Application for military service leave shall be made to the Hospital's Executive Director (or his designate).

Section 3 - Personal Business Leave

A nurse shall have the right to make application in writing to the Hospital's Executive Director (or his designate) for a leave of absence not to exceed one (1) calendar month, for reasons which she shall state in her application.

Granting of such leave shall be in the Hospital's discretion. If the leave is granted, seniority shall be retained and accumulated during the period of leave. Upon request, the Hospital may extend a personal leave for business. Fraudulent reason or abuse of personal business leave may be cause for termination of employment.

The Hospital may require the employee to expend all unused Holiday and Vacation time before the leave is granted.

Section 4 - Sick Leave

A nurse who falls ill or suffers injury and who offers a physician's certificate as to the necessity for leave of absence as a result thereof, shall be granted a leave of absence. Application for such leave shall be made to the Hospital's Executive Director (or his designate).

Extensions of sick leave shall be granted on the nurse's application similarly supported by a physician's statement.

Seniority shall be retained during a sick leave of absence, to the extent provided for in Article IX, Section 4, hereof.

A nurse returning from sick leave of absence may be required by the Hospital to furnish a physician's statement as to her fitness for the work to which she will be assigned following her leave.

Section 5 - Association Business Leave

A nurse covered by this Agreement who is elected or appointed to a full time office in the Association, the fulfillment of the duties of which requires a leave of absence, shall be granted a leave of absence for her term of office and upon written request thereof, made at least fifteen (15) work days prior to the expiration of the leave for subsequent term(s) of office. Request for such leave shall be submitted in writing to the Hospital's Executive Director (or his designate) by an Officer of the Association or of the Staff Council.

Any other Association business leave of absence shall be granted for the period of service for the Association, provided, however, that not more than three (3) employees (no more than two (2) of whom shall be from the same Nursing unit of the Hospital) shall be on such leave at any one time, that such leave shall not exceed two (2) calendar weeks in duration, and that the leave shall be requested sufficiently in advance to permit the Hospital adequate time to cover the work of the Nurse(s) for whom leave is requested. A request for such leave for Association business shall be made in writing, shall be submitted to the Hospital's Executive Director (or his designate) and shall state the general purpose for which Association Business Leave is requested.

Seniority shall be retained during the period of an association Business Leave of Absence.

Section 6 - Educational Leave

Upon written application, a nurse may be granted a leave of absence to pursue a full time educational program in nursing or a related field for one (1) year without the loss of employment status or accrued benefits.

A nurse who successfully pursues an educational program for which the educational leave was granted shall, upon her return to employment, be granted seniority for the period of such educational leave in determining her position on the salary schedule.

ARTICLE XIII

MISCELLANEOUS

(In Alphabetical Order)

Section 1 - Addresses and Telephone Numbers of Nurses

Each nurse covered by this Agreement, whether she is on or off the active payroll of the Hospital, shall keep the Hospital currently advised of her correct mailing address and of her telephone number, if any.

In the case of a nurse on the Hospital's active payroll, notice of change of address or of telephone number shall be deemed given only if the nurse makes the change on the form available at the office of the Executive Director (or his designate), and returns such form there, duly completed. The Hospital shall give the nurse a receipt for her notice of change of address or of telephone number.

In the case of a nurse off the Hospital's active payroll (such as on layoff, leave of absence, vacation, etc.), notice of change of address or of telephone number shall be deemed given only if the nurse follows the procedure above, or gives notice by registered or certified mail, in which case she shall address the notice to "Executive Director, Chippewa County War Memorial Hospital, Sault Ste. Marie, Michigan 49783."

The Hospital shall be entitled to rely on the last address and telephone number furnished to it by the nurse pursuant to the foregoing, and shall have no responsibility to a nurse for her failure to receive notice which arises from her not following the procedures above.

Section 2 - Anti-Discrimination

The Hospital and the Association agree that all provisions of this Agreement shall be applied to all nurses covered hereby, without regard to race, creed, national origin, marital status, sex, or age.

Section 3 - Bulletin Boards

The Hospital agrees to provide a bulletin board for the MNA's use in posting notices of its meetings, elections (and results thereof), and recreational and social activities. Other types of MNA notices shall not be posted unless and until approved by the Hospital's Executive Director (or his designate).

Section 4 - Headings in this Agreement

A heading used in this Agreement (or in an Appendix thereto) neither adds to or subtracts from the meaning, but is only for reference to and indication of the subject matter covered under that heading.

Section 5 - Parking Facilities

The Hospital will continue to provide parking facilities for use by a nurse without cost to her. Nurses covered hereby shall park only in the area(s) designated for their use, and shall comply with all reasonable parking regulations of the Hospital in their use thereof.

Section 6 - Pronouns, Use of

Whenever reference is made in this Agreement to the female pronoun - she, her, her's, etc., it is intended and it shall be deemed to include reference to the equivalent male pronoun - he, him, his, etc.

Section 7 - Safety

The Hospital will continue to provide as safe an environment as possible, in the interest of its patients, their visitors, and nurses. In those interests the parties mutually agree that a nurse covered hereby must comply with safety, fire, or disaster plan regulations issued by the Hospital, subject, of course, to a nurse's right to resort to the grievance procedure to question the reasonableness of any such regulations in the Hospital.

Section 8 - Withholding of Professional Services

1. It is recognized that the needs for care and proper treatment of patients care are of paramount importance and that there should be no interference with such care and treatment.

2. Adequate procedures provide for the equitable settlement of grievances arising under this Agreement. The MNA, and the members of the bargaining unit under this Agreement, will not engage in or encourage any strike, sit-down, stay-in, slow-down, stoppages of work, or any acts that interfere in any manner or to any degree with the services of the Hospital.

3. The Hospital shall have the right to discipline or discharge any nurse participating in such interferences, and the MNA agrees not to oppose such action. It is understood, however, that the MNA shall have recourse to the grievance procedure as to matters of fact in the actions of such nurses.

Section 9 - Negotiation Time Compensation

The Hospital agrees that three (3) MNA members engaged during their work shift in negotiations on behalf of the MNA with the Hospital during the term of this Agreement shall be entitled to release time, as needed, without loss of salary.

Section 10 - Hospital Access

Representatives of the MNA, after first notifying the Executive Director or designated representative may visit the areas of the Hospital where the Registered Professional Nurses they represent are located for the purpose of representing such nurses in accordance with this Agreement, providing that such visits occur at reasonable intervals during working hours and they do not interfere with the service of the Hospital.

Section 11 - Professional Meetings

1. The Hospital will encourage attendance by Registered Professional Nurses at Professional meetings sponsored or co-sponsored by the Association or other professional associations or institutions, where attendance is likely to increase the competency of a nurse in her professional capacity.

2. Nurses desiring to attend professional meetings shall submit requests to the Director of Nursing Service for approval.
3. Registered Professional Nurses may be given time off, without loss of pay, to attend such professional meetings, and, within the limitations of the Hospital's funds for employee attendance at the professional meetings, may also be reimbursed for out-of-pocket expenses incurred in such attendance.

ARTICLE XIV

HOSPITAL POLICIES, RULES, AND REGULATIONS

Hospital Policies, Rules, and Regulations shall continue to prevail limited only by the provisions of this agreement. Nurses shall, commensurate with the duties and responsibilities of their position, enforce such policies, rules and regulations with respect to subordinate employees.

ARTICLE XV

PROMOTION, DISCIPLINE, SUSPENSION, DISCHARGE, AND TERMINATION

Section 1 - Promotion

No promotional vacancy will be filled by personnel from outside the Hospital unless no qualified nurse employed by the Hospital has made application. Such qualification will include education, training, and nursing experience. When two or more nurses have equal qualifications for promotion to the same position, preference will be given to the nurse having most time in service.

In order to implement the above promotion policy, a notice of promotional opportunity will be posted not less than fifteen (15) working days prior to any such promotional vacancy being filled. Such posting will include the promotional vacancy and the necessary qualifications. Any qualified registered nurse may apply for the promotion.

Section 2 - Discipline, Suspension, and Discharge

Adequate and safe care of patients at reasonable costs require maximum efficiency. In striving for maximum efficiency, Management may find it necessary to use disciplinary measures. Should this be the case, the initial action will be of a corrective nature rather than punitive and will be based on verbal warnings followed by written warnings before any punitive action is taken. Punitive actions, including discharge, shall be for just cause. Such actions may become subjects for grievances.

Section 3 - Termination by a Nurse

At least two (2) weeks written notice of termination of employment shall be given by general duty nurses. Failure of the nurse to give written notice within the times specified herein shall automatically forfeit all terminal benefits. However, in unusual circumstances the 2 week notice will be waived.

Section 4 - Termination by the Hospital

At least two (2) weeks written notice of termination of employment, other than Probationary employment, shall be given to the nurse except in circumstances where there is just cause for immediate termination. Failure of the Hospital to give at least two (2) weeks written notice shall obligate the Hospital to pay the nurse an amount equal to her normal earnings during the period of which written notice was not given.

ARTICLE XVI

TERM OF THIS AGREEMENT

This Agreement shall be effective on May 1, 1973, and shall continue in effect for a period ending April 30, 1974. The parties recognize that this Agreement is subject to the Constitution and Laws of the United States and the State of Michigan.

To the extent that any provisions in this Agreement conflict with any provision of any law of government guidelines, they shall be deemed modified only to the extent necessary so that they will comply with the applicable provisions of any statute, court decision, rules and regulations of government guidelines, state or federal, now in effect or passed in the future, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such Articles, Section, or Provisions which is deemed invalid.

The Hospital agrees to provide a copy of this Agreement to each Registered Professional Nurse employed by the Hospital during the term of this Agreement.

The Agreement shall be binding upon the parties hereto and their successors and assigns for the Hospital and the MMA.

In order to effect maximum continuity of this Agreement, the parties agree to start negotiations, if necessary, no earlier than sixty (60) days prior to the expiration date of this Agreement.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement by their duly authorized representatives this day of May, 1973.

MICHIGAN NURSES ASSOCIATION

CHIPPEWA COUNTY WAR MEMORIAL HOSPITAL

BY _____

BY _____

Executive Director

NEGOTIATING COMMITTEE,
STAFF COUNCIL

APPROVED FOR THE BOARD OF TRUSTEES:

Chairman, Board of Trustees

Secretary, Board of Trustees

WJA:bjb/5-18-73/

APPENDIX A
TO 1973-1974 AGREEMENT BETWEEN
CHIPPEWA COUNTY WAR MEMORIAL HOSPITAL

MICHIGAN NURSES ASSOCIATION

SALARY SCHEDULE

Effective May 1, 1973

ASSOCIATE DEGREE, No experience - Starting	\$645.00
DIPLOMA, Experience, Baccalaureate, Starting	665.00
After 2,080 hours	680.00
After 4,160 hours	696.00
After 6,240 hours	712.00
After 8,320 hours	728.00
After 10,400 hours	744.00
After 12,480 hours	760.00
After 14,560 hours	775.00
After 16,640 hours	790.00
After 18,720 hours	807.00
After 20,800 hours	823.00

The salary schedule shall be subject to the following:

1. All Registered Nurses employed at War Memorial Hospital at the effective date of this Agreement will be placed in their respective position on the salary scale as determined by their seniority date.
2. Upon satisfactory documentation, Registered Nurses with comparable prior professional nursing experience at another accredited Institution (excluding Public Health Nursing, Industrial Nursing, and School Nursing) within the past three (3) years, shall be given one half (1/2) credit for such prior experience in 2,080 hour increments.
3. All nurses with a Bachelor Degree in Nursing shall have the flat sum of \$10.00 per month added to their basic salary. Likewise, a nurse with a Master's Degree in Nursing will have \$20.00 per month added to her basic salary.

4. A nurse who is not registered in Michigan will work for \$10.00 less per month until she is fully registered. However, if she received her full registration within two (2) months after hire, she will be reimbursed for salary lost if still in the Hospital's employ.
5. Operating Room Nurses shall receive \$10.00 per month in addition to their salary as determined by the General Duty Nurse Schedule.
6. Nurses who work relief for shift supervisors will be paid twenty cents (20¢) per hour for all hours worked in that capacity, in addition to their normal rate of pay.
7. Nurses working in the Coronary Care Unit will receive \$.25 (25¢) per hour in addition to their salary as determined by the General Duty Nurse schedule.
8. There shall be a weekend differential of \$1.60 per shift for all nurses working any shift on Saturday or Sunday. Weekend will be considered as starting with the Day Shift on Saturday and ending with the Night Shift on Sunday.

712.00
722.00
732.00
742.00
752.00
762.00
772.00
782.00
792.00
802.00
812.00

After 4,100 hours
After 6,200 hours
After 8,300 hours
After 10,400 hours
After 12,500 hours
After 14,600 hours
After 16,700 hours
After 18,800 hours
After 20,900 hours

The salary schedule shall be subject to the following:

1. All registered nurses employed at the Hospital shall be placed in their respective position on the date of this Agreement. Salary scales as determined by their seniority date.
2. Upon satisfactory documentation, Registered Nurses with comparable prior professional nursing experience at another accredited institution (excluding Public Health Nursing, Industrial Nursing, and School Nursing) within the past three (3) years, shall be given one half (1/2) credit for such prior experience in 2,000 hour increments.
3. All nurses with a Bachelor's degree in Nursing shall have the rate of \$10.00 per month added to their basic salary. Likewise, nurses with a Master's degree in Nursing shall have \$20.00 per month added to their basic salary.