

Article 46 – Labor Management Committee

The Hospital recognizes that, due to their specialized education and experience, the bargaining unit employees covered by this Agreement have a unique contribution to make towards maintaining and improving nursing care at the Hospital, and that, therefore, procedures should be developed whereby the views and recommendations of the bargaining unit employees are sought.

Labor-Management Committee

A joint Labor-Management Committee shall meet and confer on issues of mutual concern related to patient care and to facilitate an ongoing collaborative relationship between the parties. These issues shall include, but are not limited to, floating requirements, professional development, performance improvement, staffing, health and safety, and non-nursing duties. It shall be comprised of up to three (3) RN representatives designated by the VFNHP, two (2) LPN bargaining unit employees designated by the VFNHP, one (1) APRN designated by the VFNHP and six (6) management representatives designated by the Chief Nursing Officer. Representatives may designate an alternate for meetings they are unable to attend.

The committee shall meet every month, unless otherwise agreed, at a standing time that the committee members select.

Unless otherwise mutually agreed, each meeting shall last no more than ninety (90) minutes and shall be considered work time.

Items for the agenda for each meeting shall be prepared in advance and sent to the co-chairs of the committee, who will finalize the agenda and send out to all members of the committee at least seven (7) days before the meeting.

VFNHP and Management teams shall each designate one chairperson. The minutes will be jointly approved and forwarded within seven (7) days of each meeting and shall be posted.

Joint Labor Relations Training

The parties agree to collaborate on providing joint labor relations training for managers and union stewards on days and times agreed upon by the parties. The goal will be to provide training every 6 months with one session for new manager/stewards and a second session for new and existing managers to discuss specific articles in detail. Prior to such trainings, the parties will work together to develop the content and organize the presentation. Both parties will agree to the content and presentation prior to each session.