

New Article

A. **Healthy Work Environment.** The Hospital and the Association and the nurses at the Hospital have a joint commitment and a shared interest in providing a healthy work environment, to support and foster excellence in the provision of patient care. The parties echo the statement from the American Association of Critical-Care Nurses that the nursing shortage cannot be reversed without a healthy work environment that supports excellence in nursing practice. The parties believe that ANCC fourteen forces of magnetism enable the Hospital to recruit and retain excellent nurses. Toward that end, the parties are committed to working together – including using the existing processes – to address the elements of a healthy working environment and the forces of magnetism, and agree with the AACN statement: “Healthy work environments do not just happen. Therefore, if we do not have a formal program in place addressing work environment issues, little will change.” To begin the work towards that goal, the parties have developed the Initial Action Plan for a Healthy Work Environment and will continue this work during the term of this Agreement.

B. **HB 2800.** The parties acknowledge that the Medical Center is required to follow the provisions of HB 2800 regarding staffing and staffing committees. If any nurse has concerns regarding staffing, he or she is encouraged to raise those concerns, without fear of retaliation. The method(s) and process(es) for raising such concerns is part of the work to be done by the parties toward the goal of a Healthy Work Environment, including communication for raising such concerns.

i The Hospital will make available to nurses a mutually agreeable form for nurses to report specific staffing concerns. Nurses will leave completed forms in a designated place. A copy of such reports received by the Hospital,

will be provided to the Association, a Committee member designated by the Association, and the appropriate unit manager.