

*Tentative Agreement*  
7/30/25  
6:10pm

Distributed via hand on DATE: \_\_\_\_\_ at Time: \_\_\_\_\_  
Management reserves the right to modify this proposal

*j Management proposal  
"Virtual Conversion of Patient Visits"*

MGR:

JD

*Initial proposal dated \_\_\_\_\_*

Identify LOUs Existing Virtual Conversion LOUs will sunset and this language added to the contract.

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D. Virtual Conversion

1. Article 20, Section D – Virtual Conversion – only applies to Departments where the Employer determines that virtual care is clinically appropriate and meets operational needs.
2. Professional employees will have the option to convert their daily schedule or shift to a virtual format and work remotely should they be unable to work on-site. **The professional employee must have a remote work environment which allows them to fully focus on their work and is free of distractions.**
  - a. When conversion to virtual occurs, the employee will be expected to complete their normal workload.
  - b. If the employee is unable to perform their normal work after conversion occurs, the employee shall contact their supervisor within **thirty (30) minutes to discuss options to minimize patient care impact.**
  - c. **The employee may be required to contact their patients scheduled for the day and notify them that the appointment will be completed virtually.**
3. Utilization of a work from home option would be limited to a maximum of **two (2)** days in a rolling six-month period. The employer retains the ability to extend beyond **2** days by exception on a case-by-case basis.
4. The employer retains the ability to prohibit conversions to virtual on an individual basis if undesirable patterns emerge or the type of care is not conducive to virtual visits (e.g. scheduled procedures and **any exam requiring a patient to have a physical examination**). Undesirable patterns may include but are not limited to conversion before or after holiday or pre-scheduled vacation, a previously denied day off, prior to or after weekends or regular days off, recurrence of certain days of week or month. The employee must have the necessary resources to perform

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work assignments at home and a current telecommuting agreement. Departments that have the ability to provide virtual care will ensure all eligible employees have the necessary resources and a telecommuting agreement in place.

- a. For employees that do not provide virtual care on a regular basis, the **internet reimbursement stipend will not apply**.
- 5. The Employer will notify the Union if there are concerns over Virtual Day Conversion and meet and confer on ways to address those concerns.
- 6. The Employer retains the right to cease a department's ability to convert if determined virtual conversion is no longer clinically appropriate or meets operational need to a virtual format.