

**The Union Requested Remedy that the hospital adhere to the Articles of the Agreement and that the employees be made whole in every way.**

Because I find evidence that the employee's scheduled shift is the timeframe of what is to be cancelled, Grievance #15 is upheld.

Beginning January 6, 2013 which is 10 days from the documentation of this response the hospital will cancel the employee for the shift that the employee is scheduled. I am giving the hospital this amount of time to be able to design, communicate and operationalize this process.

A handwritten signature in black ink, appearing to read "Ellen Crowe". The signature is fluid and cursive, with the first name "Ellen" written above the last name "Crowe".

***Ellen Crowe, RN BSN CHCM***

Assistant Vice President Patient Care Services & Clinical Innovation  
The William W. Backus Hospital