
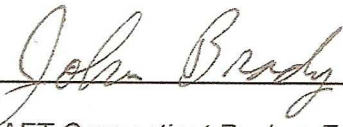


4. For employees who have an exemption that allows wearing a surgical mask in lieu of vaccination:
  - a. Masks shall be made available by the hospital for employees with approved exemptions.
  - b. The Hospital shall provide the following answer for use by an employee with patients or clients who inquire about the mask: "I am (or "they are") wearing a mask for your protection"
  - c. A patient or visitor complaint concerning an employee's wearing of a mask shall not be the basis for any discipline or negative performance evaluation of the employee.
  
5. Upon request, a Hospital and a Union representative, which is a party to this Agreement, shall meet to review any problems or concerns with implementation of the Flu Prevention Program at that Hospital. A request for such meeting shall be directed to the Hospital's Vice-President of Human Resources and Organizational Development (or her designee) and said meeting shall occur within ten (10) business days (Monday through Friday, exclusive of holidays) days from such request, unless there is mutual agreement to a later date.

Signed by: The William W. Backus Hospital AND AFT Connecticut Backus Federation of Nurses

By:   
Vice President, Human Resources  
and Organizational Development  
William W. Backus Hospital

By:   
AFT Connecticut Backus Federation  
of Nurses

Date: 10/8/12

Date: 10/5/12