

Proposed Changes	Response	Status
Article 1 Definitions:		*TA=Tentative Agreement
per diem nurse requirements to line up with settled grievance and to adjust holiday policy to one holiday per year (1.6)	Per Diem nurses to be scheduled for 3 shifts per quarter and work one holiday per year	TA
Article 2 Recognition and Membership:		
clarify recognition clause, all RN's and LPN's not working as managers or supervisors add notice to ONA if Hospital creates new position (2.1)	Agree in principle	Finalizing language, likely TA next session
remove opt out as an option, retain agency fee payers, religious objectors (2.6)	Hospital respectfully declines	Still open
clarify ONA attendance at new hire orientation rather than as a separate meeting (2.8)	Hospital agreed	TA
paid negotiations team (new)	Hospital agreed	TA
Article 4 Compensation:		
Step advancement based on years of service/anniversary date (4.2 and App A)	Both sides proposed	TA
Recognition of nursing experience upon hire at year for year (4.4)	Hospital agreed but needs to know what the impact will be. Will be researching step placement and comparing resumes/length of license	TA pending full financial package
Home Health/Hospice nurses paid for time/mileage from home when on call and go out to a patient visit (new)	Hospital understands our request, is looking into legal/IRS regulations	Still open
Article 5 Paid Time Off (PTO):		
Increase limit of earned PTO to 2500 hours worked per year (5.3)	Hospital declined	Still open
Year of service for PTO is anniversary year, removing the 1000-hour requirement (5.3.d)	Hospital proposed	TA
PTO available first of the month following 30 days of employment (5.4)	Hospital proposed	TA

PTO requests not to be unreasonably denied (5.4.e)	Hospital understands request, fruitful discussion at table	New language to be proposed at next session
Proposed birthday holiday, pay at holiday premium if working (5.5.a)	Pending financial TA	
Increase holiday pay to double time and double time and a half for per diem and those on call. (5.5.d)	Pending financial TA	
Proposed removal of the A/B holiday rotation, fall back language (5.5.d)	Discussion- H wants to keep this, ONA reminds that this is a backup, and ALL departments are supposed to be soliciting preference	Still open
Allow use of EIB for OFLA/FMLA covered illnesses (5.6, 5.8)		Pending financial TA
Increase EIB cashout for long term employees (5.6 f)	No discussion	Pending financial TA
Article 6 Hours of Work:		
Clarify that meal period must be uninterrupted (6.2)	Agreed	TA
Remove no ten-hour rest pay restrictions for hours worked while on call (6.3.e)	Discussion on history and impact	TA
Staffing language regarding disaster plans (6.3.f)	Hospital understands our intent, wants to adjust language	Still open
Nurses working variable schedules should have a minimum of 36 hours off between a night and day shift (6.6.b)	Discussion, with adjustment to 48 hours between, hospital will return and review with their managers	Still open
Article 7 Employment Status:		
Removing restriction on paying out PTO on separation (7.3, 7.5)	Hospital understands and agrees	TA
Article 8 Leaves of Absence:		
Changing "Maternity Leave" to Parental Leave (8.5)		TA
Clarifying bereavement leave is one week of work, 3 days for 12-hour shift, 4 for 10 hour shift, 5 for 8 hour (8.6)	Hospital understood and agreed, proposed adding language to cover the biological parent of a child or stepchild	TA

	who is not living in workers home (i.e., ex-partner)	
Jury duty and court pay is paid at regular rate including shift differentials (8.7, 8.8)		TA
Article 9 Health and Welfare:		
ONA nor the Hospital have made specific proposals in this area, but there is agreement that our insurance program needs significant changes.	Hospital is undergoing an ERISA compliance audit and will have more ability to discuss when that is completed	
Article 10 Grievance and Arbitration:		
Hospital proposed language to encourage staff and managers to settle informally (10.3)	ONA is not opposed; workers retain the right to the grievance process if informal attempts fail.	TA
Adding in language for Association Grievances (10.4)	Hospital is not opposed, may need to clarify each step, add to headings	TA
Removed limitation on retroactive grievances for those involving pay (10.8)	Hospital opposed, concerned about financial impact	Still open
Article 11 Professional Development		
ONA made several proposals to increase education hours and days available for nurses and also to add compensation for time spent in education online at home or in other prep. (11.2, 11.10)	Hospital agrees, working on finalizing language	Still open
ONA has proposed a clinical ladder program, which will include multiple steps and compensation for nurses who successfully complete each step. PNCC in conjunction with Education and other interested nurses to develop competencies (New)	Hospital is in agreement, will need further discussion to determine compensation that will be tied to each step of ladder	Still open
Article 12 Seniority:		
Core schedules should be included in job posting (12.5)		TA

If two candidates have equal qualifications, seniority will prevail (12.5)	Question about department seniority vs hospital seniority	Still open
ONA has proposed removing the points based low census system and replacing it with a system that tracks total time lost. System would be tracked the same in all departments. (12.7)	Hospital asked questions about how this is implemented, and the work involved house wide	Still open
Proposed language clarifying that all low census counts towards the low census cap (12.9)		Still open
Article 17 PNCC:		
Proposed increasing the membership of this committee to one nurse from each department or sub-department (17.2)	Agree in theory, more discussion needed	Still open
Article 18 Retirement:		
ONA proposed increasing the amount the hospital pays into pension to 5,6, 8 and 10% depending on years of service		Still open
Appendix A Rates of Pay and Differentials		
ONA has made numerous financial proposals in this section, starting with a proposed increase in our wage scale of 10% Jan 1, 2022 and 6% in 2023 and 2024.	The hospital is considering, and we await a counter proposal	Still open
Increases to on-call pay, preceptor pay, charge pay, weekend premium, have all been proposed		
Proposed preceptor pay to cover nursing students and time spent in preceptor training course		
Proposed deleting the section on Merit Pay	Merit pay provisions often result in unequal treatment amongst the bargaining unit and require direct dealing which is contrary to the spirit of collective agreements	
Proposed increasing extra shift (bonus pay) to \$15 per hour and proposed		

language that clarifies this is for all extra shifts picked up after the schedule is posted		
Proposed increasing differential for RNFA's to 20%		
Proposed adding sedation certification and translation premiums	More discussion needed, may be a component of the clinical ladder	
Proposed pay at the callback rate for any time worked after being put on standby		
Appendix D Day Care (new)		
We have asked the hospital to explore day care opportunities, to include expanding the hours of care and expanding to after school care to help workers with school age children.	The Hospital is exploring this.	
Throughout the agreement we have made grammatical corrections and are committed to making changes to pronouns so that all pronouns are gender neutral	The hospital has agreed to the spirit of these changes.	

*Tentative Agreement (TA) – A tentative agreement or TA is an item or issue that both parties have agreed upon. As we move forward through negotiations, we settle items one at a time or sometimes in groups and reach a TA. Once we have reached a TA, those items are no longer part of the negotiation process and are considered closed. Once we have all issues resolved, we package all of our TA's into a full contract TA and then present that to membership to vote on. Members vote on the whole agreement, a no vote results in the team returning to the table and starting the process again; a yes vote ratifies the agreement and puts the contract into effect based on the dates in the agreement.