

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

APPENDIX A

- A1. **COUNTER** Effective with the first (1st) full pay period beginning after ratification of this Agreement, rates of pay shall be adjusted by ** percent (** %) as follows:

		Hourly
	Start	57.00
After	1 Yr	59.28
After	2 Yrs	61.65
After	3 Yrs	64.12
After	4 Yrs	66.04
After	5 Yrs	67.36
After	6 Yrs	68.71
After	7 Yrs	70.08
After	8 Yrs	70.78
After	9 Yrs	71.49
After	10 Yrs	72.21
After	11 Yrs	72.93
After	12 Yrs	73.66
After	13 Yrs	74.39
After	14 Yrs	74.89
After	15 Yrs	75.39
After	16 Yrs	75.89
After	17 Yrs	76.40
After	18 Yrs	76.91
After	19 Yrs	77.42
After	20 Yrs	77.94
After	21 Yrs	78.46

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

After	22 Yrs	78.98
After	23 Yrs	79.51
After	24 Yrs	80.04
After	25 Yrs	80.57
After	26 Yrs	81.11
After	27 Yrs	81.65
After	28 Yrs	82.19
After	29 Yrs	82.74
After	30 Yrs	83.29

- A2. **ARGEE IN PRINCIPLE** Effective with the first (1st) full pay period beginning after July 1, 2027, rates of pay shall be adjusted by **twosix** percent (**26%**) as follows:

		Hourly
	Start	
After	1 Yr	
After	2 Yrs	
After	3 Yrs	
After	4 Yrs	
After	5 Yrs	
After	6 Yrs	
After	7 Yrs	
After	8 Yrs	
After	9 Yrs	
After	10 Yrs	
After	11 Yrs	

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

After	12 Yrs	
After	13 Yrs	
After	14 Yrs	
After	15 Yrs	
After	16 Yrs	
After	17 Yrs	
After	18 Yrs	
After	19 Yrs	
After	20 Yrs	
After	21 Yrs	
After	22 Yrs	
After	23 Yrs	
After	24 Yrs	
After	25 Yrs	
After	26 Yrs	
After	27 Yrs	
After	28 Yrs	
After	29 Yrs	
After	30 Yrs	

- A3. **MAINTAIN TH 8-24-26 PROPOSAL** Effective with the first (1st) full pay period beginning after July 1, 2028, rates of pay shall be adjusted by ~~two-six~~ percent (~~2~~
6%) as follows:

		Hourly
	Start	
After	1 Yr	

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

After	2 Yrs	
After	3 Yrs	
After	4 Yrs	
After	5 Yrs	
After	6 Yrs	
After	7 Yrs	
After	8 Yrs	
After	9 Yrs	
After	10 Yrs	
After	11 Yrs	
After	12 Yrs	
After	13 Yrs	
After	14 Yrs	
After	15 Yrs	
After	16 Yrs	
After	17 Yrs	
After	18 Yrs	
After	19 Yrs	
After	20 Yrs	
After	21 Yrs	
After	22 Yrs	
After	23 Yrs	
After	24 Yrs	
After	25 Yrs	
After	26 Yrs	
After	27 Yrs	

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

After	28 Yrs	
After	29 Yrs	
After	30 Yrs	

C. ARGEE IN PRINCIPLE - CURRENT CONTRACT LANGUAGE Float Pool Nurses

- Float Pool nurses will be paid on the same pay scale as other bargaining unit nurses (noted in Section A above), plus four dollars (\$4.00) an hour. Float Pool nurses who are competent in at least four (4) clinical nursing specialties, as determined by the Employer through its periodic competency evaluations, will be paid six dollars (\$6.00) per hour above the nurses' straight-time rate of pay.

F. Shift Differentials

1. ARGEE IN PRINCIPLE - CURRENT CONTRACT LANGUAGE Nurses working on the evening shift will receive three dollars (\$3.00) per hour in addition to the appropriate hourly rate set forth in paragraph A above. Evening shift is defined as any shift in which a majority of hours are scheduled after 2:30 p.m.
2. COUNTER Nurses working on the night shift will receive ~~six~~seven dollars ~~and fifty cents~~ (~~\$6.00~~7.50~~7.00~~) per hour in addition to the appropriate hourly rate set forth in paragraph A above. Effective the first full pay period following July 1, 2027 this rate will increase to ~~nineteen~~ dollars (\$~~9.00~~10.00) per hour. Night shift is defined as any shift in which a majority of hours are scheduled after 9 p.m.

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

If an employee is scheduled for a night or evening shift and works a partial shift due to low census, they will be paid the applicable shift differential for the originally scheduled shift.

If an employee is regularly scheduled to a shift receiving a differential, that shift differential will also be paid for Paid Leave Hours (PLH), Legacy Extended Illness Hours (Legacy EIH), Bereavement Leave, Jury Duty and court appearance hours. Shift differential is included in calculating overtime pay.

G. MAINTAIN TH 8-13-26 PROPOSAL (OR SEE PER DIEM/PRECEPTOR PACKAGE)

Relief Charge Nurse - Nurses who are assigned to work as Relief Charge Nurse will receive ~~three~~**four** dollars and fifty cents (~~\$3.50~~**4.00**) per hour for that work in addition to the appropriate hourly rate set forth in paragraph A above.

H. MAINTAIN TH 8-13-26 PROPOSAL (OR SEE PER DIEM/PRECEPTOR PACKAGE)

Preceptors - Nurses assigned to work as preceptors ~~for newly employed RN's and senior practicum students~~ will be compensated ~~two~~**four** dollars (~~\$2.00~~**4.00**) per hour in addition to the appropriate hourly rate of pay set forth in paragraph A above and other applicable differentials.

I. **Standby - The following standby policies apply:**

1. Nurses regularly employed full-time, part-time, and per diem will be paid five dollars (\$5.00) for each hour of scheduled standby, until the scheduled standby ends.
2. Time actually worked when called in while on scheduled standby will be paid for at one and one-half (1 ½) times the nurse's regular straight-time hourly rate of pay (double time for callback hours on December 25). Neither

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

this nor any other one and one-half (1 ½) time premium is to be pyramided with other such premiums.

3. Nurses who are called in while on scheduled standby will be assigned a minimum of three (3) hours' work or pay in lieu thereof.
4. Nurses on scheduled standby for a unit and shift will be called in before nonscheduled nurses are called in for that unit and shift.
5. Nurses on scheduled standby who are called in must be at work within sixty (60) minutes of being called, or as indicated by unit requirements.
6. **COUNTER** Nurses for whom standby is required (Endoscopy, PACU, Cath Lab, OR) will be paid ~~five~~**six** dollars and fifty cents (\$~~5.50~~**6.50**) an hour for all standby hours in that pay period. **Effective the first full pay period following July 1, 2027 this rate will increase to six dollars and fifty cents (\$6.50) per hour.**

- L. **MAINTAIN CURRENT CONTRACT LANGUAGE** **Experience** - Effective on ratification of this Agreement, a nurse will be hired at the wage step that reflects the nurse's total current experience relevant to the nurse's position as a Registered Nurse, as determined by the Hospital. A nurse will progress to the next wage step under paragraph A above on in the first full pay period following the nurse's anniversary date after completion of the requisite number of years of experience (e.g., ten (10) years).
1. If a nurse believes that the nurse's wage placement does not properly reflect the nurse's experience relevant to the nurse's position, the nurse may request an experience review within ninety (90) days of being hired or

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

rehired into the bargaining unit. If the Hospital's Human Resources Department, in conjunction with nursing leadership, determines that the nurse's experience merits an increase in wage placement, such change will be made within a reasonable time.

- M. **COUNTER Weekend Differential** - Weekend (defined as Saturday and Sunday for day shift and evening, Friday and Saturday for night shift) differential will continue to be paid at the rate of ~~one~~**two** dollars ~~and fifty cents (\$1.50)~~**2.00** per hour. **Effective the first full pay period following July 1, 2027 this rate will increase to two dollars (\$2.00) per hour.**

- N. **AGREE IN PRINCIPLE Extra/Odd Shift Differentials - CURRENT CONTRACT LANGUAGE**

- P. **MAINTAIN TH 8-24-26 PROPOSAL EFFECTIVE ONLY UNTIL 1ST FULL PP IN JANUARY, 2028: Certification** - Effective following ratification of this Agreement, a nurse who meets the requirements of this section will be paid a bonus in accordance with this section.

1. The nurse must have a current nationally recognized specialty certification on file with the Hospital for the area where the nurse works at least half (1/2) of their hours. Eligibility for the certification payment will cease immediately with the expiration date of the certification, unless the nurse presents written proof to the Hospital of certification renewal before the expiration date.
 - a. Float Pool nurses will be eligible for certification pay for all hours worked if they have a current nationally recognized specialty certification on file with the Hospital for an area for which the Float

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Pool nurse is competent and where the Float Pool nurse has chosen to work as one of their primary assignments.

2. Only one (1) certification will be recognized for purposes of payment under this section, unless the Hospital agrees to recognize more than one (1) certification per nurse.

MAINTAIN TH 8-13-26 PROPOSAL 3. The following certifications will be accepted by the Hospital for purposes of payment under this section:

Unit	Certifying Body	Certifications
Medical Surgical, 4 West, and Observation Unit	American Nurses Association (through the American Nurses Credentialing Center) Oncology Nurses Association National Association of Orthopedic Nurses American Association of Neuroscience Nurses Medical Surgical Nursing Certification Board Hospice & Palliative Credentialing Center Academy of Medical-Surgical Nurses; Medical Surgical Nursing Certification Board of MSNC	Medical Surgical Nurse RN,BC for baccalaureate level certifications; RN,C for associate/diploma level certifications Gerontology Nurse RN,BC for baccalaureate level certifications; RN,C for associate/diploma level certifications Oncology Certified Nurse OCN Orthopedic Nurse Certified ONC Certified Neuroscience Registered Nurse CNRN Certified Medical Surgical RN CHPN – Certified Hospice and Palliative Nurse CMSRN – Certified Medical Surgical RN
Surgery	Association of Perioperative Registered Nurses (APRN) American Nurses Credentialing Center ANCC	Certified Nurse Operating Room CNOR RN-BC Ambulatory Care Nursing Certification

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Emergency Department and Observation Unit	Board of Certification for Emergency Nursing American Association of Critical Care Nurses AACN American Board of Neuroscience Nursing ABNN	Certified Emergency Nurse CEN CFRN Certified Flight Registered Nurse CPEN Certified Pediatric Emergency Nurse TCRN Trauma Certified Registered Nurse CCRN – Critical Care Registered Nurse SCRN – Stroke Certified Registered Nurse
ICU	American Association of Critical Care Nurses ANCC American Association of Heart Failure Nurses Certification Board AAHFN-CB American Association of Neuroscience Nurses; American Board of Neuroscience Nursing ABNN	CCRN PCCN CNRN – Certified Neuroscience Registered Nurse SCRN – Stroke Certified Registered Nurse
PCU	American Association of Critical Care Nurses ANCC American Association of Heart Failure Nurses Certification Board AAHFN-CB American Association of Neuroscience Nurses; American Board of Neuroscience Nursing ABNN	CCRN PCCN CHFN -- Certified Heart Failure Nurse CNRN - Certified Neuroscience Registered Nurse SCRN - Stroke Certified Registered Nurse
Post-Anesthesia Care Unit (PACU)	American Society of PeriAnesthesia Nurses American Nurses Credentialing Center ANCC	Certified PeriAnesthesia Nurse CPAN CAPA – Certified Ambulatory Perianesthesia Nurse

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Endoscopy	Gastroenterology Nurses & Associates Inc. (SGNA) American Board of Perianesthesia Nursing Certification, Inc. ABPANC American Nurses Credentialing Center ANCC	CGRN Certification of Gastroenterology RN CAPA – Certified Ambulatory Perianesthesia Nurse RN-BC Ambulatory Care Nursing Certification
DSU	American Nurses Association (ANCC) American Board of Perianesthesia Nursing Certification, Inc. ABPANC	Medical Surgical Nurse RN,BC or RN,C Ambulatory Care Nursing RN,C CAPA – Certified Ambulatory Perianesthesia Nurse
Women's and Children's	National Certification Corporation International Board of Lactation Consultant Examiners American Nurses Credentialing Center ANCC National Certification Corporation NCC Pediatric Nurse Certification Board PNCB RNC-NIC – Neonatal Intensive Care Nursing C-Efm electric fetal monitoring (NCC) RNC-LRN low risk neonatal nursing (NCC) C-ELBW Care of extremely low birth weight neonate (NCC)	Inpatient Obstetrical Nursing RNC-OB International Board Certified Lactation Consultant** RN-BC Perinatal Nursing Certification RNC-MNN Maternal Newborn Nursing CPN – Certified Pediatric Nurse RN-BC Pediatric Nursing Certification RNC-NIC C-EFM electric fetal monitoring RNC-LRN low risk neonatal nursing C-ELBW Care of extremely low birth weight neonate
Geri Psych	American Nurses Credentialing Center ANCC	RN-BC Gerontological Nursing Certification RN-BC Medical Surgical Nursing Certification RN-BC Psychiatric-Mental Health Nursing Certification

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Cath Lab	American Nurse Credentialing Center (ANCC) American Board of Cardiovascular Medicine Cardiovascular Credentialing International CCI American Association of Critical Care Nurses AACN	Cardiovascular Nursing CVN RN-BC Cardiac Vascular Nursing Certification CVRN-BC Cardiovascular Registered Nurse Board Certified RCIS5 – Registered Cardiovascular Invasive Specialist CCRN – Critical Care Registered Nurse
<u>Care Management</u>	<u>Commission for Case Manager Certification (CCMC)</u>	<u>Certified Case Manager (CCM)</u>
	<u>American Case Management Association (ACMA)</u>	<u>Accredited Case Manager (ACM)</u>

4. Nurses who meet the above criteria and who complete at least one thousand eight hundred and twenty (1,820) hours per calendar year will be paid a bonus of two thousand dollars (\$2,000) after the end of the last pay period of the year. Nurses who meet the above criteria and who complete between nine hundred and eighty-eight (988) and one thousand eight hundred and nineteen (1,819) hours per calendar year will be paid a bonus of one thousand dollars (\$1,000) after the end of the last pay period of the year. To receive the bonus, a nurse must remain on the payroll through the close of the last pay period of the year. “Hours” for purposes of this paragraph includes (1) hours compensated at straight time rate or above; and (2) involuntary low census hours, and (3) unpaid leave of absence hours that are protected by law. Any nurse who obtained the certification for which the nurse is receiving a certification bonus during the calendar year will have the above-referenced certification bonus pro-rated based upon the date notice of certification is provided to Human Resources by the nurse (pro-ration shall be based upon a 365-day calendar year).

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

P. **COUNTER** **EFFECTIVE 1ST FULL PP IN JANUARY, 2028: Certification Differential** – Effective following ratification of this Agreement ~~the first full pay period after December 31, 2027,~~ a nurse who meets the requirements of this section will ~~be paid a bonus in accordance with this section~~ **receive a certification differential of one dollar and twenty-five cents (\$1.25) per hour worked in addition to the appropriate hourly rate of pay set forth in Section A above and other applicable differentials.**

1. **MAINTAIN TH 8-24-26 PROPOSAL** The nurse must have an **accepted** current nationally recognized specialty certification on file with the Hospital for the area where the nurse works at least half (1/2) of their **budgeted** hours. ~~Eligibility for the certification payment will cease immediately with the expiration date of the certification, unless the nurse presents written proof to the Hospital of certification renewal before the expiration date.~~ **Certification differential is not available for a credential that is a job requirement of the nurse's position.**

a. Float Pool nurses will be eligible for **the** certification pay **differential** for all hours worked if they have an **accepted** current nationally recognized specialty certification on file with the Hospital for an area for which the Float Pool nurse is competent and where the Float Pool nurse has chosen to work as one of their primary assignments.

2. **COUNTER** Eligibility for the certification payment ~~differential~~ will ~~begin by~~ **the secondfirst full pay period after the nurse submits proof to the Hospital of an accepted current certification and will cease immediately with the expiration date of the certification, unless the nurse presents written**

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

proof to the Hospital of certification renewal before the expiration date. **The Hospital will require nurses to submit verification of valid certifications when needed.**

2. **AGREE IN PRINCIPLE** Only one (1) certification will be recognized for purposes of payment under this section, unless the Hospital agrees to recognize more than one (1) certification per nurse.

AGREE IN PRINCIPLE 3. The following certifications will be accepted by the Hospital for purposes of payment under this section:

Unit	Certifying Body	Certifications
Medical Surgical, 4 West, and Observation Unit	American Nurses Association (through the American Nurses Credentialing Center) Oncology Nurses Association National Association of Orthopedic Nurses American Association of Neuroscience Nurses Medical Surgical Nursing Certification Board Hospice & Palliative Credentialing Center Academy of Medical-Surgical Nurses; Medical Surgical Nursing Certification Board of MSNC	Medical Surgical Nurse RN,BC for baccalaureate level certifications; RN,C for associate/diploma level certifications Gerontology Nurse RN,BC for baccalaureate level certifications; RN,C for associate/diploma level certifications Oncology Certified Nurse OCN Orthopedic Nurse Certified ONC Certified Neuroscience Registered Nurse CNRN Certified Medical Surgical RN CHPN – Certified Hospice and Palliative Nurse CMSRN – Certified Medical Surgical RN

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Surgery	Association of Perioperative Registered Nurses (APRN) American Nurses Credentialing Center ANCC	Certified Nurse Operating Room CNOR RN-BC Ambulatory Care Nursing Certification
Emergency Department and Observation Unit	Board of Certification for Emergency Nursing American Association of Critical Care Nurses AACN American Board of Neuroscience Nursing ABNN	Certified Emergency Nurse CEN CFRN Certified Flight Registered Nurse CPEN Certified Pediatric Emergency Nurse TCRN Trauma Certified Registered Nurse CCRN – Critical Care Registered Nurse SCRN – Stroke Certified Registered Nurse
ICU	American Association of Critical Care Nurses ANCC American Association of Heart Failure Nurses Certification Board AAHFN-CB American Association of Neuroscience Nurses; American Board of Neuroscience Nursing ABNN	CCRN PCCN CNRN – Certified Neuroscience Registered Nurse SCRN – Stroke Certified Registered Nurse
PCU	American Association of Critical Care Nurses ANCC American Association of Heart Failure Nurses Certification Board AAHFN-CB American Association of Neuroscience Nurses; American Board of Neuroscience Nursing ABNN	CCRN PCCN CHFN -- Certified Heart Failure Nurse CNRN - Certified Neuroscience Registered Nurse SCRN - Stroke Certified Registered Nurse
Post-Anesthesia Care Unit (PACU)	American Society of PeriAnesthesia Nurses American Nurses Credentialing Center ANCC	Certified PeriAnesthesia Nurse CPAN CAPA – Certified Ambulatory Perianesthesia Nurse

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Endoscopy	Gastroenterology Nurses & Associates Inc. (SGNA) American Board of Perianesthesia Nursing Certification, Inc. ABPANC American Nurses Credentialing Center ANCC	CGRN Certification of Gastroenterology RN CAPA – Certified Ambulatory Perianesthesia Nurse RN-BC Ambulatory Care Nursing Certification
DSU	American Nurses Association (ANCC) American Board of Perianesthesia Nursing Certification, Inc. ABPANC	Medical Surgical Nurse RN,BC or RN,C Ambulatory Care Nursing RN,C CAPA – Certified Ambulatory Perianesthesia Nurse
Women's and Children's	National Certification Corporation International Board of Lactation Consultant Examiners American Nurses Credentialing Center ANCC National Certification Corporation NCC Pediatric Nurse Certification Board PNCB RNC-NIC – Neonatal Intensive Care Nursing C-Efm electric fetal monitoring (NCC) RNC-LRN low risk neonatal nursing (NCC) C-ELBW Care of extremely low birth weight neonate (NCC)	Inpatient Obstetrical Nursing RNC-OB International Board Certified Lactation Consultant** RN-BC Perinatal Nursing Certification RNC-MNN Maternal Newborn Nursing CPN – Certified Pediatric Nurse RN-BC Pediatric Nursing Certification RNC-NIC C-EFM electric fetal monitoring RNC-LRN low risk neonatal nursing C-ELBW Care of extremely low birth weight neonate
Geri Psych	American Nurses Credentialing Center ANCC	RN-BC Gerontological Nursing Certification RN-BC Medical Surgical Nursing Certification RN-BC Psychiatric-Mental Health Nursing Certification

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

Unit	Certifying Body	Certifications
Cath Lab	American Nurse Credentialing Center (ANCC) American Board of Cardiovascular Medicine Cardiovascular Credentialing International CCI American Association of Critical Care Nurses AACN	Cardiovascular Nursing CVN RN-BC Cardiac Vascular Nursing Certification CVRN-BC Cardiovascular Registered Nurse Board Certified RCIS5 – Registered Cardiovascular Invasive Specialist CCRN – Critical Care Registered Nurse
<u>Care Management</u>	<u>Commission for Case Manager Certification (CCMC)</u> <u>American Case Management Association (ACMA)</u>	<u>Certified Case Manager (CCM)</u> <u>Accredited Case Manager (ACM)</u>

4. ~~**AGREE IN PRINCIPLE** Nurses who meet the above criteria will receive a certification differential of one dollar and twenty-five cents (\$1.25) per hour worked in addition to the appropriate hourly rate of pay set forth in Section A above and other applicable differentials. and who complete at least one thousand eight hundred and twenty (1,820) hours per calendar year will be paid a bonus of two thousand dollars (\$2,000) after the end of the last pay period of the year. Nurses who meet the above criteria and who complete between nine hundred and eighty-eight (988) and one thousand eight hundred and nineteen (1,819) hours per calendar year will be paid a bonus of one thousand dollars (\$1,000) after the end of the last pay period of the year. To receive the bonus, a nurse must remain on the payroll through the close of the last pay period of the year. "Hours" for purposes of this paragraph includes (1) hours compensated at straight time rate or above; and (2) involuntary low census hours, and (3) unpaid leave of absence hours that are protected by law. Any nurse who obtained the certification for which the nurse is receiving a certification bonus during the~~

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

~~calendar year will have the above referenced certification bonus pro-rated based upon the date notice of certification is provided to Human Resources by the nurse (pro-ratio shall be based upon a 365-day calendar year).~~

R. **MAINTAIN TH 8-13-26 PROPOSAL Break Relief Nurses** - The Hospital commits to assigning to each unit or cluster, as defined below, a Break Relief Nurse for the purposes of rest and meal breaks. Break Relief Nurses will relieve RNs with permanent patient assignments for rest and meal breaks. Break Relief Nurses will not have permanent patient assignments.

Units are defined as:

- Critical Care
- Medical/Surgical
- Emergency Department
- Women's and Children's Center
- ~~Geriatric Psychiatry~~

Hospital agrees to work on level loading in the PACU, ~~Day Surgery~~, Outpatient Surgery **(TOPS)**, Operating Room, Endoscopy, and Cath Lab for the purpose of breaks. Break coverage in these units will be assessed quarterly in Labor Management meetings.

Nurses who are assigned to work as Break Relief Nurse will receive three dollars (\$3.00) per hour for that work in addition to the appropriate rate set forth in paragraph A above.

**9-23-2026 TUALITY PACKAGE PROPOSAL
COMPENSATION – PART 1**

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

****.** **MOVED LANGUAGE – NEW FINAL “APPENDIX A” PROVISION** **Goods and Services** - Nurses will receive the same discounts and prices on purchases of goods or services as received by the majority of Hospital's noncontract employees.