No Final Tentative Agreement Yet

WAGE SCALE

Management made offers that would increase the baseline wage scale (plus adding steps 15—20 at 2.5%) but would remove in-house certification differentials.

MAJORITY NEEDS

Mid-negotiation on August 17, the team hustled to get a survey out to the bargaining unit on their options on these issues so the team could move forward with an understanding of the desires and needs of the majority.

Survey Results

We heard from you that you would like to keep the in-house certification differentials that recognize the time and effort that is put into obtaining these qualifications. We also heard that the bargaining unit was equally split on the extra shift.
double time pay vs. consecutive shift pay compensation.

**YOUR VOICE MATTERS**

Hearing your voice, our proposal was accepting the employer’s wages but maintaining the current certification differentials.

**MANAGEMENT’S OFFER**

Management’s last offer was proposing two wage scale options:

1. Sky Lakes’ current wages for Step 1 ($39.58) with no more than $4 in in-house and national certifications.
2. Harney’s current wages for Step 1 ($37.88) with status quo for in-house certification premiums.
3. Additionally, they offered COLA’s of 3% for July 2023 and 3% for July 2024.

**NEW AGREEMENTS**

Other new agreements were as follows:

- Discipline has been removed from being tied to step increases.
- ONA Negotiating team of up to seven (7) RNs will be compensated.
- An OB call bonus of $240 per 24 hours of call, with all hours of OB call, whether or not a nurse is called in, will count toward the OB call bonus.

**ZOOM MEETING**

We will be setting up a bargaining unit member ZOOM meeting to discuss management’s final offers. Please look for communications on when this will take place.

**THANK YOU!**

Thank you for all your support while we have been working on an agreement. We have appreciated hearing from you and your quick response to our requests for information and input.