

UNION PROPOSAL
ARTICLE 6 - COMPENSATION

A. Salary Table.

The following are the minimum rates of pay for all Nurses employed under the terms of this Agreement. Nurses who have negotiated a higher wage for their step will retain their wage enhancement at least the same dollar amount more for their step on the following charts.

Associates Degree in Nursing

ONA Contract Steps	Effective 7-1-24	Effective 7-1-25
		6%
Start	\$52.11	\$55.24
1 Year	\$54.66	\$57.94
2 Years	\$57.23	\$60.66
3 Years	\$60.08	\$63.68
4 Years	\$62.79	\$66.56
5 Years	\$63.40	\$67.20
6 Years	\$64.01	\$67.85
7 Years	\$64.62	\$68.50
8 Years	\$65.23	\$69.14
9 Years	\$65.82	\$69.77
10 Years	\$66.46	\$70.45
11 Years	\$67.10	\$71.13
12 Years	\$67.74	\$71.80
13 Years	\$68.38	\$72.48
14 Years	\$69.02	\$73.16
15 Years	\$69.68	\$73.86
16 Years	\$70.34	\$74.56
17 Years	\$71.00	\$75.26
18 Years	\$71.66	\$75.96
19 Years	\$72.30	\$76.64
20 Years	\$72.98	\$77.36
21 Years	\$73.66	\$78.08
22 Years	\$74.34	\$78.80
23 Years	\$75.02	\$79.52
24 Years	\$75.71	\$80.25
25 Years	\$76.43	\$81.02
26 Years	\$77.15	\$81.78
27 Years	\$77.87	\$82.54
28 Years	\$78.59	\$83.31
29 Years	\$79.39	\$84.06
30 Years	\$80.02	\$84.82

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2 **Charge Nurse**

ONA Contract Steps	Effective 7-1-24	Effective 7-1-25
		6%
Start	\$57.32	\$60.76
1 Year	\$60.13	\$63.73
2 Years	\$62.95	\$66.73
3 Years	\$66.09	\$70.05
4 Years	\$69.07	\$73.21
5 Years	\$69.74	\$73.92
6 Years	\$70.41	\$74.64
7 Years	\$71.08	\$75.35
8 Years	\$71.75	\$76.06
9 Years	\$72.40	\$76.75
10 Years	\$73.11	\$77.49
11 Years	\$73.81	\$78.24
12 Years	\$74.51	\$78.98
13 Years	\$75.22	\$79.73
14 Years	\$75.92	\$80.48
15 Years	\$76.65	\$81.25
16 Years	\$77.37	\$82.02
17 Years	\$78.10	\$82.79
18 Years	\$78.83	\$83.56
19 Years	\$79.53	\$84.30
20 Years	\$80.28	\$85.09
21 Years	\$81.03	\$85.89
22 Years	\$81.77	\$86.68
23 Years	\$82.52	\$87.47
24 Years	\$83.28	\$88.28
25 Years	\$84.07	\$89.12
26 Years	\$84.87	\$89.96
27 Years	\$85.66	\$90.80
28 Years	\$86.45	\$91.64
29 Years	\$87.33	\$92.57
30 Years	\$88.02	\$93.30

3
4 **B. Case Managers**

5 Case Managers will continue to be paid on a salaried, exempt basis. Their annual
6 salary will be the hourly rate listed above multiplied by two thousand and eighty
7 hours (2,080), then multiplied by FTE.

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C. Differentials.

Effective July 1, 2024, differentials and premium rates of pay shall be as follows:

Differentials	
Evening Shift (1500 to 1900):	\$3.00
Night Shift (1900 to 0700)	12.5%
Charge Nurse	10%
Relief Charge Nurse	6%
Weekend (1900 Friday – 2359 Sunday)	\$4.75
Preceptor	\$3.00
Float Nurse Premium	\$3.00
NRS	6%
ACLS Code Critical Response Nurse	6%
RNFA	6%
BSN	4.75% total
MSN1	9.5% total
On-Call/Standby	\$8.00
0-35:59 Hours	\$10.00
36-59:59 Hours	\$12.00
60+ Hours	50%
Holiday	
Nursing Certification	\$2.50

Nurses will receive all shift differentials above base pay applicable to the hours for which the majority of the working shift occurs. For shifts where the hours are split equally, the Nurse will receive the higher shift differential for the entire shift.

The Relief Charge Nurse differential is paid for the hours for which all Nurses has charge responsibilities.

The Preceptor Differential is paid for the hours in which all Nurses is are precepting another Nurse or student nurses.

All Nurses who qualify shall be paid the Neo-natal Resuscitation Specialist (NRS) differential when they are on shift. Nurses working NRS may not also receive Relief Charge Nurse differential at the same time.

¹ Nurses with MSN are not eligible for BSN differential.

A Nurse will be paid the Registered Nurse First Assist differential when the Nurse is performing the duties of a RNFA.

Case Managers will receive differentials at 150% of the above rates.

D. Call Worked.

Nurses on standby (scheduled or unscheduled), in addition to their standby pay, shall receive time and a half (1½) their regular rate of pay for call worked (defined as time worked when called back from standby), except on holidays, which are paid at two (2) times the regular rate of pay. Call worked begins when the Nurse reports to the Hospital, ready for work. If a Nurse is called into work from standby, they will receive a minimum of three (3) hours pay regardless of hours worked.

Any time a Nurse who clocks out of call worked, and is called back in after a period of 20 minutes, will be entitled to an additional three (3) hours pay regardless of hours worked.

E. On-Call Premium

Nurses in Procedural Departments who work at least one unscheduled on-call shift in a 30-day period shall receive a \$250 On-call Premium bonus for each shift worked.

F. Bilingual Bonus.

A Nurse shall receive an annual bilingual proficiency bonus of \$3000 per year. To establish bilingual proficiency for the purposes of the bonus, Nurses must pass a bilingual proficiency exam and interact directly with patients.

A Nurse will give their Nurse Manager at least two weeks notification to facilitate the test. A Nurse may only take a bilingual proficiency exam twice a year.

The bilingual bonus will be paid on the Nurse's anniversary date of hire.

G. Step Increases.

Step increases and contractual increases shall be implemented on the first day of the pay period after the Nurse's annual anniversary date of hire.

H. New Hires.

Nurses without prior experience as a Registered Nurse will be placed at Step 1. Nurses with previous experience shall be placed at the step appropriate to the Nurse's years of experience as a Registered Nurse. Nurses shall receive written notice of their step placement, date of projected step advancement, and rate of pay on date of hire.

I. Appealing Step Placement.

If a new or existing Nurse believes they were not awarded the correct number of years of experience for prior work, the Nurse may appeal the step placement. The

1 appeal process is used only to review whether a Nurse was placed properly at the
2 time of placement, in accordance with the rules in effect at that time. The appeal
3 may not be used to change the rules by which steps were awarded at the time of
4 the placement, including how steps were awarded. Rather, it is for the purpose of
5 reviewing the Nurse's years of experience only.
6

7 Reviews shall take no more than 30 days. After review, the Hospital may shall
8 increase a Nurse's step level as a result of its review of the Nurse's experience
9 when appropriate. A Nurse's step level may not be decreased. The Hospital will
10 award back pay to for all time worked at an improper step.
11

12 **J. Laundry Services.**

13 The Hospital agrees to provide and launder scrubs for all Nurses in units who
14 currently get laundry services will continue to have the option to use hospital-
15 provided scrubs. Nurses who opt to use Hospital scrubs will change into scrubs
16 when reporting to work and change out of scrubs prior to leaving work each day so
17 that Hospital may launder scrubs. Nurses will be given at least 10 minutes don and
18 doff time each day they opt to wear Hospital-provided scrubs.
19

20 **K. Office Space.**

21 Case Managers shall be provided reasonable office space in the hospital. Each
22 Case Manager shall be provided a workstation and equipment, supplies, and tools
23 appropriate for their assignment.
24

25 **L. Emergency Pay**

26 When an emergency has been declared, and Nurses are required to work
27 unscheduled overtime and/or staff-patient ratios are suspended, Nurses will receive
28 the LSI differential for all hours worked in addition to any overtime, night, weekend,
29 or call worked differential they may be entitled to.