Employer’s Supposals presented at last Mediation, March 23, 2021

Option A

- Contract duration – March 1, 2021 – March 31, 2024

  - ATB assuming end date of March 31, 2024
    - 3.5% at Ratification
    - 3% on 3/1/2022
    - 3% on 3/1/2023
  - Single Year Steps between 6 - 7, 7 - 8
  - Step 14 with 2% gap, 24 months
  - $2 Shift Diff for Float Unit Nurses
  - Standby - Hold to current language
  - Employer withdraws consolidation of the 8/10 hour wage schedule to the 12 hour wage schedule

Employer holds:

- 8.5 – Work Schedules, sick ineligible for premium that week
- 10.4.6 – Must use PTO when call in sick

Association withdraws:

- 8.15 – Part-time positions in medium and large depts
- 8.16 – Break relief nurses in four departments
- 9.8.2 – Increase to “plain” night shift differential (longevity differential untouched)
- 9.13 – Increase weekend differential
- 9.18 – Remove disincentive to sign up early to fill holes
- 9.22 (New) - Community crisis differential
- 10.4.2 – Originally was remove FMLA from number off at one time, we countered additional nurses off in medium and large depts. Keep language changes in both sides’ proposals on paragraph 1 (SSU follow side letter) and paragraph 2 (PACU may have two nurses off at one time).
- 10.8 – No discipline for illness with doctor’s note
- 12.3 – Low Census Cap
Option B

1. Duration: 3 years – March 1, 2021 – March 31, 2024
2. Consolidate 8/10 and 12 hour wage scales resulting in an average increase of 4.2% for employees on 8/10 scale (Art. 9.2 Wage scales)
3. Across the board Increases: Year 1 (at Ratification): 2.5%
   Year 2: 3% on March 1, 2022
   Year 3: 3% on March 1, 2023
4. Withdraw Single Year Steps between 6-7, and 7-8
5. Withdraw Step 14
6. Maintain $2.00 Shift Differential for Float Unit RNs
7. Standby—Hold to current Language

Association withdraws:

- 8.15 – Part-time positions in medium and large depts
- 8.16 – Break relief nurses in four departments
- 9.8.2 – Increase to “plain” night shift differential (longevity differential untouched)
- 9.13 – Increase weekend differential
- 9.18 – Remove disincentive to sign up early to fill holes
- 9.22 (New) - Community crisis differential
- 10.4.2 – Originally was remove FMLA from number off at one time, we countered additional nurses off in medium and large depts. Keep language changes in both sides’ proposals on paragraph 1 (SSU follow side letter) and paragraph 2 (PACU may have two nurses off at one time).
- 10.8 – No discipline for illness with doctor’s note
- 12.3 – Low Census Cap

Employer holds:

- 8.5 – Work Schedules, sick ineligible for premium that week
- 10.4.6 – Must use PTO when call in sick