1. Duration: 3 years
2. 9.2 Consolidate 8/10 and 12 hour wage scales resulting in a 4.2% increase for employees in 8/10 scale
3. Across the board Increases: Year 1 (Ratification): 2.5%
   Year 2: 3%
   Year 3: 3%
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