ONA $$\rightarrow$$ MWMC to ONA Compensation Counterproposal

3/3/2021 at 1:30pm

- Contract duration – March 2021 – March 2024
- ATB assuming end date of March 31, 2024
  - 3% at Ratification
  - 3% on 3/1/2022
  - 3.5% 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's

- On the table:
  - 8.5 – Work Schedule & Self Scheduling – Employer Holding to employer proposal of 2/12
  - 8.15 – PT positions – potential withdrawal by Association
  - 8.16 – Break Relief Nurses – potential withdrawal by Association
  - 9.8.2 – Night Shift diff – potential withdraw by Association
  - 9.13 – Weekend diff – potential withdrawal by Association
  - 9.18 – Maintain current language
  - 9.22 – Comm Crisis – potential withdrawal by Association
  - 10.4.2- Association potentially willing to withdraw
  - 8.5 Work Schedules – ineligible for premium pay for unscheduled absences
  - 10.4.6 – Unscheduled Earned Leave – Employer Holding to Employer Proposal of 2/3
  - Nurse must use PTO when calling out ill
  - 10.8 – No discipline for illness with doctor note
  - 12.3 – ONA Low Census – potential withdraw from Assoc.
- 13.3 – Filling of vacancies – employer is willing to TA on counter proposal of 3/3/2021

➢ Tentative Agreements:
  - 1.2.4 – gender neutral language
  - 2.2 – Orientation of newly hired nurses
  - 3.3 – Charge Nurse - Employer accepting Package #1
  - 3.6 – gender neutral changes
  - 7.5 – minor language changes
  - 8.5.3 – Other Unit signup – Employer Accepting Package #1
  - 8.5.6 Alteration of Schedule – gender neutral changes
  - 8.10.4 Assignment completion – “
  - 8.11 – Charge Nurse – Employer Accepting Package #1
  - 8.14 – Reorganization and Unit Merger
  - 9.3 – Credit for prior experience
  - 9.4.4 – Missed meal period
  - 9.12 – Bilingual Skills - Employer agreed to TA however, have slight clarification language
  - 10.5 – Donation Paid Leave – New Policy
  - 10.7 – Absences with Pay – minor changes
  - 12.1.4 – Seniority reinstatement – minor changes
  - 12.2.4 - #12 – Low census errors – Employer accepts
  - 12.4 – Layoff and Recall – minor changes
  - 13.7 – Trial transfer period – minor language changes
  - 13.10 – Job share alternative – minor language changes
  - 14.6 – Term or Mod of Health & Welfare
  - 16.1 – Paid educational leave
  - 18.3 – UPC
  - 18.3.2 – UPC Activities
  - 18.3.3 – Paid time