ONA → MWMC Counterproposal 4/14/2021, 1530
“Complete SUPPOSAL Package E”
Option #1

- 9.1 – Single Year Steps between 6 – 7, 7 – 8 (Association withdraws 8 – 9 single year gap)
- 9.1 – Step 14, 2.5% gap, 24 months (Association withdraws Step 15 proposal)
- 9.2 – Employer’s proposal to consolidate 8s/10s into 12s wage scale, at ratification first year 2.1%, at one year anniversary of ratification make it one wage scale
- 9.16 – Standby at $6.50 and $9.75 (or 1.5X) on holidays for first tier (Association withdraws other parts of standby proposal)
- 9.23 – $2/hour Shift Differential for Float Pool Nurses
- 22 – Contract duration: March 23, 2021 to March 1, 2024
- Appendix A – 6.0% across the board wage increases (ATB) in first pay period after ratification, after March 1, 2022, and after March 1, 2023

Association accepts:

- 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

Employer withdraws:

• 8.5 – Work Schedules, sick ineligible for premium that week
Option #2

- 9.1 – Single Year Steps between 6 – 7, 7 – 8 (Association withdraws 8 – 9 single year gap)
- 9.1 – Step 14, 2.5% gap, 24 months (Association withdraws Step 15 proposal)
- 9.2 – Employer’s proposal to consolidate 8s/10s into 12s wage scale, at ratification first year 2.1%, at one year anniversary of ratification make it one wage scale
- 9.16 – Standby at $6.50 and $9.75 (or 1.5X) on holidays for first tier (Association withdraws other parts of standby proposal)
- 9.23 – $2/hour Shift Differential for Float Pool Nurses
- 22 – Contract duration: March 23, 2021 to March 1, 2024
- Appendix A – 4.0% across the board wage increases (ATB) in first pay period after ratification, after March 1, 2022, and after March 1, 2023

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 withdraws:

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