Appendix A – Wages

- Wage tables:
  - Agreement on PT, OT, SLP, and CSWA wage scales.
  - RN scale maintains the current (2022 wage scales) difference between PPMC & PHHH wages scales into 2023 and 2024 wages, so neither increases or shrinks the gap between PPMC & PHHH; because step 30 is new, sets Step 30 as the same percentage above Step 25 as in PHHH’s wage proposal.
  - LCSW scale has same Step 1 and Step 30 wages as ONA’s 9/8/23 proposal but conforms with the shape of the agreed upon therapy scales (e.g. Step 24 is ghost step; Steps 26-29 are ghost steps).
- Newly represented clinicians’ step placement adjusted for additional experience (beyond estimate based on licensure date) by 1/1/2024 pay period if documentation of additional experience is submitted by ratification.
- Current therapy per diem differential (14%, but not named in agreement) for non-nurse per diem clinicians; retain $4.00/$6.00 for per diem nurses.
- $20/hr extra shift differential as designated by PHHH.
- Newly represented non-nurse clinicians:
  - **Year 1-2023**
    - Add 3% to current base hourly rate and place each clinician on nearest step on wage grid at or above that amount within 2 pay periods following ratification.
  - **Year 2-2024**
    - On January 1, 2024:
      - If the clinician is below the appropriate step, based on years of experience at initial placement, clinician will move up closer to the appropriate step placement by one-third (e.g. if placed 6 steps below, would move up 2 steps) rounded up (e.g. if placed 8 steps below, would move up 3 steps).
      - No ATB on January 1st.
    - On July 1, 2024:
      - If the clinician is still below the appropriate step, clinician will move up closer to the appropriate step placement by another one-third (e.g. if placed 6 steps below, would move up 2 steps) rounded up (e.g. if placed 8 steps below, would move up another 3 steps).
    - On December 31, 2024:
      - If the clinician is still below the appropriate step, the clinician will be moved to the appropriate step.

Note: This is in addition to normal annual step progression. Clinicians will not be placed on a step higher than their years of experience.

**Retro Payment**

- Retroactive Pay lump sum for those clinicians who were certified as bargaining unit members on April 24, 2023, as follows: apply 3.0% to wages based on hours paid from April 24, 2023, through the pay period before initial wage step placement, less any applicable withholdings. The bonus will be paid no later than the fourth pay period following ratification. Payment is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification. Retro pay elements will include those listed in the table below.
  - Admin Leave Paid
  - Bereavement
  - Callback/ Callback OT
  - Callback Minimum & OT
  - Company SickSafe
  - Education Inservice
  - Education Leave
  - Education Mandatory/ OT
  - Education Outside
- Nurses (including CWONs):  
  **Year 1-2023**  
  o CWONs placed at appropriate step based on years of experience **no later than two pay periods following ratification**  
  **Year 2-2024**  
  o First full pay period in January 2024—3.0% ATB  

**Retro Payment**  
Retroactive Pay lump sum for RNs (including CWONs), less applicable withholdings, from January 1, 2023 **through the pay period before wage rate adjustments**. Payment is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification. Retro pay elements will include those listed in the table below.
  - Admin Leave Paid
  - Bereavement
  - Callback/Callback OT
  - Callback Minimum & OT
  - Company SickSafe
  - Education Inservice
  - Education Leave
  - Education Mandatory/OT
  - Education Outside
  - Education Training/OT
  - Holiday Worked OT
  - Jury Duty
  - Meetings/OT
  - Orientation/OT
  - Overtime Base including daily
  - PTO
  - Regular Time

**Appendix B – Certification, RCAP, and Clinical Ladder** – Agreement Except:

- SWCAP-$6240 annual 1.0 FTE (pro-rated by FTE) paid as a bonus at least quarterly
- Social Worker Cert Bonus Payment Structure: paid as a bonus at least quarterly

**Article 3 – PTO** – Agreement

Letter of Agreement on Productivity and MOU Workforce Scheduling and Staffing Committee – **ONA Proposals 09.19.2023**

**Article 8 – Health and Welfare** – Agreement

**Article 19 – Duration and Termination** – Agreement (Two Year Agreement)

*ONA will withdraw all non-discipline related ULPs*