

ONA/PMH 2017 Proposal Tracking Form

Date last update: 6/14/2017

Blue Shaded area indicates that the issue is settled for this negotiations term.

Unshaded result indicates it is part of an unaccepted package proposal.

ONA Proposals

Contract Section	Date	Area	Substance	Employer response	Final Result
Article 2, Section K	4/25/17	Introductory Nurses	Reduce introductory period from 180 to 90 days.	4/25 - came back with 180 calendar days with extension of 30 days (60 for school) by written notice. Okay reducing PTO to 90 days. (Our response is to hold strong because WF has 90 days)	
A4, Section D	4/25/17	Maintenance of Rights and Benefits	Require PMH to bargain before changing policies and procedures that affect nurses working conditions, wages and benefits. Withdraw	5/9 - given that it's a clear law, reject	
A5, Section A	4/25/17	Normal Work Day	Establish regular 8, 9, 10, or 12 hour shifts for all nurses.	5/9: reject 5/30: ONA repropose	
A5, Section A	4/25/17	Normal Work Day	Prohibit split shifts.	5/9: reject 5/30: ONA repropose 6/13: Agree to not split regular shifts, with ability for manager to make exceptions. Not agreeing to ban completely.	
A5, B	5/30/17	Overtime Compensation	Plus all differentials earned	6/13: added language re: consistent with FLSA	
A5, Section B3B2	4/25/17	Breaks and Meals	Allow nurse to combine one rest period with meal period with supervisor or charge nurse approval.	5/9: proposes on a "unit by unit" basis, the unit manager may permit nurses to combine on rest period with one meal period. 5/30: ONA accept with modification "upon the nurse's request" 6/13: management agrees	
A5, Section B3B4	4/25/17	Missed Breaks	Compensate nurse at twice their normal rate of pay for working through a meal.	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section B4	4/25/17	Breaks and Meals	Require PMH to make every effort to provide appropriate relief so that breaks may be taken	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section B4	4/25/17	Breaks and Meals	Define appropriate relief as a nurse trained to care for the patients of the nurse they are relieving.	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section B4	4/25/17	Breaks and Meals	No nurse shall be assigned more patients than allowed under the unit's approved staffing plan in order to provide relief for another nurse	5/9: reject 5/30: ONA repropose 6/13: reject	

A5, Section B4	4/25/17	Breaks and Meals	Compensate nurse at twice their normal rate of pay for working through a break.	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section B4	4/25/17	Breaks and Meals	Clarify that failure to provide breaks is illegal, as well as a contract violation.	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section C	4/25/17	Overtime	Pay overtime for all hours in excess of nurses FTE if such work is required by the Hospital.	5/9: reject 5/30: ONA repropose 6/13: reject	
A5, Section C3	4/25/17	Overtime	Pay double time for all hours exceeding 12 hours whenever nurses work more than 14 consecutive hours .	5/9: reject 5/30: ONA repropose 6/13: reject	
A6, Section A	4/25/17	Scheduling	Increase advance notice of schedule from 2 to 4 weeks.	5/9: reject, 5/9: ONA repropose 5/30: reject 5/30: ONA repropose 6/13: reject 6/13: ONA proposed supposal eliminating 4 weeks notice but allowing pattern scheduling for nurses with 5 years or more	
A6, Section A	4/25/17	M/S Scheduling	Work schedules in the medical surgical unit will be prepared for three (3) consecutive pay periods	5/9: reject, 5/9: ONA repropose 5/30: reject 5/30: ONA withdraw	
A6, Section C	4/25/17	Regular Schedules	Establish right to a regular schedule for all nurses with 2-years continuous employment.	5/9: reject, 5/9: ONA repropose 5/30: change language to put proposal responsibility on nurses 5/30: repropose changing to 5 years' employment and language changes 6/13: reject. Propose pattern scheduling for units that have majority nurse approval and management approval. 6/13: ONA proposed supposal eliminating 4 weeks notice but allowing pattern scheduling for nurses with 5 years or more	
A6, Section C	4/25/17	Regular Schedules	Provide 8 weeks notice of any changes to nurse's regular schedule.	5/9: reject, 5/9: ONA repropose 5/30: reject, 5/30: ONA withdrew	
A6, Section E	4/25/17, 5/9/17	Consecutive 12-hour Shifts	Nurses shall not be scheduled to more than 3 consecutive 12-hour shifts without prior written consent	4/25: Agreed but added "with manager approval" and "if unable to self schedule w/o, may talk to manager about schedule alternatives. Added Exceptions for holiday schedules. 5/9: ONA repropose with new language. 5/30: employer repropose language 5/30: ONA repropose adding manager's approval for more than 5 12-hour shifts. 6/13: employer proposed adding manager's approval for more than 4 12-hour shifts. 6/13: ONA proposed supposal moving to management language if allowing for pattern scheduling	
A7, Section A	4/25/17	Wage Scale	Increase wages by 4% effective 1/1/18, and by 4% effective 1/1/19.	5/9: reject. 1% on Jan 1 of each of the two years. 5/30: ONA repropose 4% 6/13: reject. Employer repropose 1% increase for 2016 and 2017 6/13: ONA proposed supposal 3.5%	
A7, Section A	4/25/17	Wage Scale	Add Steps 22 (\$52.19), 24 (\$52.71), 26 (\$53.35), 27 (\$53.70), 28 (\$54.06), 29 (\$54.41) and 30 (\$54.77) upon ratification.	5/9: reject. Not proposing the additional steps. 5/30: ONA repropose , 6/13: reject 6/13: ONA proposed supposal steps 22, 24, 26	
A7, Section D	4/25/17	On-Call Nurse Pay	Increase On-Call Nurse differential from \$3.50 to \$5.00/hour.	5/9: reject, 5/30: ONA repropose, 6/13: reject 6/13: ONA proposed supposal to \$4.25	

A7, Section D	4/25/17	On-Call Nurse Reclassification	Count hours worked as a replacement for nurses on vacation and holidays when determining whether On-Call Nurse has worked sufficient hours to justify reclassification to a regular nurse.	5/9: reject 5/30: ONA repropose 6/13: reject ONA need to repropose	
A7, Section E	4/25/17	Payroll Errors	Upon notice the Hospital will validate or invalidate the error and inform the nurse of the determination within 24 hours.	5/9: reject 5/30: ONA repropose 6/13: reject ONA need to repropose	
A7, Section E1	4/25/17	Payroll Errors	Hospital to provide explanation of any invalidated payroll errors.	5/9: reject 5/30: ONA repropose 6/13: reject ONA need to repropose	
A7, Section E2	4/25/17	Pay Checks	The Hospital will provide each Employee with a legend explaining all abbreviations and acronyms used on Employee paychecks	5/9: not on paychecks, but will post legend on line. 5/30: ONA repropose	
A7 E(3)	5/30/17	Payroll Errors	Authorization for overpayment and spreading it across paychecks	6/13: reject ONA need to repropose	
A8, Section A	4/25/17	Certification Differential	Increase certification differential from \$2.25/hour to \$2.40/hour	5/9: increase to \$2.30, 5/30: ONA repropose 2.40 6/13: Employer repropose increase to \$2.30 6/13: ONA proposed supposal accepting the \$2.30	
A8, Section A	4/25/17	Certification Differential	Establish differential of \$1.40/hour for nurses with more than one recognized certification.	5/9: reject, 5/30: ONA repropose moving down to 1.10 6/13: reject, 6/13: ONA proposed supposal accepting rejection	
A8, Section A1	5/30/17	Certification Differential	Clarifying that a nurse moving to a different department would continue to receive same certification pay until the certification is expired, then re-evaluated.	6/13: accept	
A8, Section B2	4/25/17	Evening Shift Differential	Increase evening shift differential from \$2.40/hour to \$3.00/hour	5/9: reject, 5/30: ONA repropose, 6/13: reject 6/13: ONA proposed supposal to \$2.50	x
A8, Section B3	5/30/17	Night Shift Differential	Increase night shift diff from 5.75 to \$6.25	6/13: reject 6/13: ONA proposed supposal to \$5.85	
A8, Section B4	4/25/17	Weekend Differential	Establish differential of \$1.35/hour for weekend work.	5/9: reject 5/30: ONA repropose 6/13: reject, 6/13: ONA proposed supposal to \$1.10	
Ar8, Section C	4/25/17	Charge Nurse Differential	Increase charge nurse differential from \$2.30/hour to \$3.60/hour and \$5.00 per hour on units with more than 6 beds	5/9: reject 5/30: ONA repropose 6/13: increase to 2.40 per hour for hours spent working in charge capacity ONA need to develop proposal	x
Ar8, Section D	4/25/17	Preceptor Differential	Increase preceptor differential from \$2.00/hour to \$2.25/hour	5/9: reject, 5/30: ONA repropose 6/13: reject, 6/13: ONA proposed supposal to \$2.10	x
Ar8, Section E	4/25/17	Inclusion in Regular Rate of Pay	Clarify that all differentials are added to regular pay before applying the overtime multiplier.	5/9: accept	x
A9, Section A	4/25/17	Standby Pay	Pay \$6.50/hour for standby on a holiday.	5/9: reject, 5/30: ONA repropose 6/13: reject, 6/13: ONA proposed supposal to \$6.00	x
A9, Section A	4/25/17	Standby	Scheduling of all standby hours will be distributed fairly and equitably among affected nurses.	5/9: reject 5/30: ONA withdrew	

A9, Section B	4/25/17	Call-Backs	Increase call-back premium from 1.5 times to 2 times the nurses regular rate	5/9: reject, 5/30: repropose 6/13: reject, 6/13: ONA proposed supposal including double time		X
A10, Section A	4/25/17	Extra Shift Benefit	Eliminate minimum length of shift for extra shift benefit eligibility.	5/9: reject, 5/9: ONA repropose 5/30: reject, 5/30: ONA repropose, 6/13: reject		X
A10, Section A6	4/25/17	Extra Shift Benefit	Extra shift benefit to be in addition to, rather than in lieu of all other differentials for extra shift hours.	5/9: reject BUT WILL LOOK AT IT, 5/9: ONA repropose 5/30: reject, 5/30: ONA repropose, 6/13: reject		X
A10, Section A7	4/25/17	Extra Shift Benefit	Nurses cancelled from an extra shift shall not be required to be placed on standby	5/9: reject, 5/9: ONA repropose 5/30: reject, 5/30: ONA repropose, 6/13: reject		X
A10, Section A7	4/25/17	Extra Shift Benefit	A nurse working an extra shift who volunteers to be placed on standby, and who is thereafter called back to work on the same unit and shift will be paid standby pay, plus extra-shift differential, plus call-back pay.	5/9: reject, 5/9: ONA repropose 5/30: reject, 5/30: ONA repropose, 6/13: reject		X
Art 11	5/30/17	Health Benefits	Change year to 2017	no response yet because they are proposing to eliminate benefits completely		X
A13, Section B	4/25/17	Education Funds	The Hospital will provide funding in up to an amount equal to \$300 per nurse	5/9: reject but increased limits to \$20,000 5/30: ONA accepted the \$20,000		X
A13, Section B	4/25/17	Education Funds	Individual nurses' who apply for expenses in excess of their individual maximums (\$300) will be reimbursed on an equitable basis up to an additional \$800 annually. No nurse will receive more than \$1,100 in education funds annually.	5/9: reject 5/30: ONA Reproposed (consistent with past practice) 6/13: reject but will look at it ONA need to repropose		X
A13, Section B1	4/25/17	Mandatory Training	Nurses shall be paid for their full regular shift length at minimum, whenever mandatory training is eight hours or more	5/9: reject 5/30: ONA repropose 6/13: reject Moved to Article 5		X
A13, Section B1	5/9/17	Mandatory Training	Nurses who report for work for mandatory education or staff meetings at the request of the Hospital outside their regularly scheduled shift will be paid a minimum of three (3) hours of pay regardless of the length of the education program or staff meeting.	5/9: DIDN'T ADDRESS 5/30: ONA repropose Moved to article 5		X
A13, Section B2	4/25/17	Education Funds	Give the Professional Nursing Care Committee (PNCC) approval authority over changes in the procedure for processing payment of education funds.	5/9: AGREED		X
Ar14, Section C	4/25/17	PTO Accrual	Clarify that low census standby hours accrue PTO and EIB.	4/25: agree		X
Ar14, Section F	4/25/17	PTO Use	Decrease length of service requirement from 6 months to 3 months	4/25: agree		X
Ar14, Section F	4/25/17	PTO Use	Allow use of PTO without any service requirement when use of PTO is related to MDO.	4/25: agree		X
Ar14, Section G2	4/25/17	Holiday Pay	Increase holiday premium pay from 1.5 to 2 times the nurses regular rate.	4/25: reject; 5/9: ONA repropose 5/30: rejected, 6/13: ONA repropose		X
Ar14, Section H	4/25/17	PTO Payout	Decrease length of service requirement for payout of PTO upon termination of employment or change to non-benefit eligible status.	4/25: reject; 5/9: ONA repropose 5/30: rejected, 6/13: ONA repropose		X
Ar14, Section I	4/25/17	PTO Donations	Eliminate requirement for nurse to maintain a minimum PTO balance	4/25: reject; 5/9: ONA repropose 5/30: rejected, 6/13: ONA repropose		X
Ar14, Section I	4/25/17	PTO Donations	Provide donating nurse with a receipt for all donations.	4/25: reject, 6/13: ONA repropose		X

Ar14, Section I	4/25/17	PTO Donations	Allow PTO donations to Negotiations Committee for negotiations purposes. Donations to be returned if unused.	4/25: reject; 5/9: ONA proposed management pay for bargaining team time 5/30: rejected , 6/13:ONA repropoed		x
Ar14, Section I	5/9/17	Paid Baragaining Time	Require hospital to pay for bargaining time	5/30: rejected		
Ar15, Section D	4/25/17	EIB Use	Decrease length of service requirement for use of EIT from 6 months to 3 months.	4/25: agree		
Ar16, Section A2	4/25/17	Float Nurse MDO Limit	Delete this section, however see ____ where we apply MDO limit of 144 hours per calendar year to all nurses.	5/9: reject, ONA repropoed 5/30: management verbally rejected		
Ar17, Section B1	4/25/17	MDO Procedure	Allow only the " full-shift" or "remaining portion of the shift" to be cancelled.	5/9: reject, ONA repropoed 5/30: accepted		
Ar17, Section B1	4/25/17	MDO Procedure	Cancel a management nurse before a staff nurse if a charge nurse is available on the unit.	5/9: reject, ONA repropoed 5/30: rejected , 6/13:ONA repropoed		x
Ar17, Section B2	4/25/17	MDO Standby	Disallow call back within the last 4 hours of the shift.	5/9: reject, ONA repropoed		x
Ar17, Section B2	4/25/17	MDO	Pay call-back premium whenever nurse is called-back from MDO, regardless of whether nurse was placed on standby.	5/9: reject, ONA repropoed 5/30: rejected, 6/13:ONA repropoed		x
Ar17, Section B6	4/25/17	MDO Limit	Limit MDO to 8 hours per week and 144 hours in the calendar year.	5/9: reject, ONA repropoed 5/30: rejected, 6/13:ONA repropoed		x
Ar17, Section C9	4/25/17, 5/12/17	Reduction in Force	A nurse who immediately upon or within 12 months of being displaced accepts a position in the bargaining unit will receive the clinical ladder pay and certification pay .	5/9: reject, ONA repropoed 5/30: accepted		
Ar18	4/25/17	Severence	Increase severence from two to three weeks for introductory nurses who are discharged after 120 days and did not receive a written evaluation after 60 days of employment.	5/9: reject - how and when do we want to respond to the rejection?		
Art 19	4/25/17	Uniforms	Change Medical Center to Hospital	4/25: Agree and TA		
Art 21(a)	4/25/17	Introductory Period	Strike definition of intro nurses here.	5/9: rejected, ONA repropoed with additional language about confidential discipline when will we get a response?		
Art 21(b)	5/9/17	Discipline	Ensure confidential and appropriate time for discipline	when will we get a response?		
Art 27 (B) and (D)	5/9/17	Hospital Equipment	Strike Product Review committee (which doesn't exist) but add appeal process for nurses after a request for medical or safety equipment is made	5/30: reject because process in place 6/13: repropoed with language about appeals		
Ar27, Section E	5/9/17	Hospital Equipment	Prior to June 1, 2018, the Hospital shall replace all fabric upholstery in patient care units with nonporous surfaces, surfaces that can be cleaned/disinfected easily. Prior to June 1, 2018, the Hospital shall repair all cracked and broken counters and table tops in patient care units. Prior to June 1, 2018, the Hospital shall install patient restraint beds in each seclusion room.	5/30: rejected, 6/13:ONA repropoed and waiting for a plan		x

Ar30	4/25/17	Dues	Each new nurse shall be required to be a member or pay a fair share amount equal to the cost of their representation, unless the nurse has a bonafide religious objection.	5/9: rejected 5/30: ONA repropoed 6/13: reject, 6/13:ONA repropoed	
Art 31	5/9/17	Bulletin boards	all units	5/30: Agree and TA	
Ar32	4/25/17	Information Provided to Association	Add email address to nurse demographic information provided monthly to union.	4/25: Agree and TA	
Ar33, Section D	42850	Contract Training	Union and Hospital to conduct 4 joint training sessions on contract changes. ONA will have 30 minutes set aside at the end of the collaborative contract training for a union-only presentation	6/13: Agree and TA	
Ar34, Section A	4/25/17	Association Access	Eliminate notice requirement for ONA representative access, so long as Hospital security and ID procedures are followed.	5/9: still requiring notice but allowing waiver of notice. 5/30: accepted without the 24 hours notice 6/13: repropoed with 24 hours notice	
Ar34, Section B	4/25/17	Association Meeting Space	Clarify Association rights to use conference rooms for contract negotiation and administration matters, subject to advance scheduling and availability	5/9: agreed	
Art 40, Section B	5/9/17	PNCC	Allowing 3 hours per month instead of 2	5/30: rejected , 6/13: repropoed with each PNCC member being entitled up to 30 paid hours per year.	
Ar40, Section C	4/25/17, 5/9	PNCC	Expand scope of PNCC purview beyond education funding to include nursing practice and nursing processes and safety and medical equipment.	5/30: partially accepted, says safety and medical included in nursing practices 6/13: repropoed	
Ar40, Section E	4/25/17	PNCC	Require Chief Nurse to respond in writing within 30 days of any PNCC recommendations.	5/30: accepted	
Art 41(a)	5/9/17	Staffing	Hospital will put staffing meeting minutes up on PMH website. Delete section about providing a copy of the task report.	5/30: agreed	
A41, Section B	4/25/17	Hospital Staffing Plan	Require Hospital to incorporate an objective patient acuity measurement into all nurse staffing decisions	5/30: reject 6/13: repropoed	
A41, Section C	4/25/17	Charge Nurses	Charge nurses working on units with more than six (6) licensed beds will not be required to take a patient assignment.	5/30: reject 6/13: repropoed	
A41, Section C	4/25/17	Charge Nurses	Charge nurses shall have independent authority to limit admissions and/or call in additional staff when necessary, in their discretion, to maintain safe patient care.	5/30: reject 6/13: repropoed	
A41, Section D	4/25/17	Orderlies	There will be a minimum of two (2) orderlies staffed at the hospital at all times	5/30: reject 6/13: repropoed	
A41, Section D	4/25/17	House Supervisors	There will be a House Supervisor on duty at all times when any unit is open	5/30: reject 6/13: withdrew	
Appendix A	42850	Certifications	The following certifications to be eligible for certification on all units: Critical Care Registered Nurse; Certified Wound, Ostomy, Continence Nurse; Certified Wound Specialist; Holistic Nurse Board Certified; Holistic Nurse Baccalaureate Board Certified; Certified Emergency Nurse	5/30: rejected most but included 4 in the SPU, 6/13: ONA withdrew	

Appendix A	4/25/2017	Certifications	The following certifications to be eligible for certification on the Senior Psychiatric Unit: Gerontological Nurse; Psychiatric - Mental Health Nursing; Critical Care Registered Nurse; Medical-Surgical Registered Nurse; Certified Medical Surgical Registered Nurse; Pain Management Nurse; Certified Wound, Ostomy, Continence Nurse; Certified Wound Specialist; Stroke Certified Registered Nurse; Progressive Care Certified Nurse; Certified Rehabilitation Registered Nurse; Certified Hospice and Palliative Nurse; Certified Diabetic Educator	5/30: rejected most but included 4 in the SPU 6/13: ONA moved to their language by eliminating general certifications but adding to additional SPU certifications and including the wound care certifications	
Appendix B, Section 2	9-May	OR Standby	OR standby shifts will begin no earlier than 3:00 p.m. and no later than 5:00 p.m. if the nurse is not working a regular shift the same day.		
Appendix B, Section 2	9-May	OR Standby	Standby shifts will begin at the end of the nurses regular shift if the nurse is working a regular shift that day.		
Appendix B, Section 2	9-May	OR Standby	Nurses who agree to adjust their scheduled hours at the request of the Hospital and who are scheduled to be on standby immediately after their scheduled shift shall be placed on standby immediately after their adjusted shift if requested by the nurse		
Appendix B, Section 2	9-May	PACU Standby	Standby shifts for the PACU will be: weekdays Monday through Friday, from no earlier than 7:15 p.m. to 7:45 a.m. the next day and on weekends: from Saturday at 8:00 a.m. to Monday at 8:00 a.m.		
Appendix B, Section 5	9-May	Incentive Standby Pay	Nurses who volunteer for standby in excess of the limits set in Section 1, above, shall be paid a standby rate of \$10.00 for each hour.		
Appendix B, Section 5	9-May	Incentive Standby Call-back Pay	Nurses who are called-back to work from standby in excess of the limits set in Section 1, above, shall be paid \$18.00 per hour (\$19.00 per hour on a weekend) in addition to the normal call-back rate, if they work four (4) hours or more.		
App C	30-May	Clinical Ladder Pay	If a nurse moves to a different department for any reason, the nurse will continue to receive the same clinical ladder pay differential until the expiration of the clinical ladder level.	6/13: agree	
Appendix C	4/25/17	Clinical Ladder Pay	Increase Clinical Ladder pay from \$1.50/hour to \$2.00/hour at Level 1, from \$2.50/hour to \$3.50/hour at Level 2, and from \$4.00/hour to \$5.00/hour at Level 3.	5/30: rejected	
Appendix E			PACU standby and Call Back	5/30: ONA proposed additional revisions	
Memoranda of Understanding	4/25/17	Various	Update and renew all memoranda of undestanding.		

ONA Supposals

Contract Section	Proposed Date	Area	Substance	Employer Response	
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Article 6	6/13/17	Work Schedules	Movement on 6(a) and 6 (e) is contingent on movement to our language in Section 6 (c). Agree to schedule being posted 2 weeks before beginning of month and adding manager's approval for more than 4 12-hour shifts. This is contingent on movement to our language in 6 (c), which establishes a right to a regular schedule for all nurses with 5-years continuous employment. Unresolved conflicts between employees as to scheduling patens shall be decided by seniority except that a nurse with an establishd patern schedule receives priority in retaining that schedule		
Article 7	6/13/17	Financial	ONA Financial Supposal: Bundled together. Increase wages by 3.5% effective 1/1/18, and by 3.5% effective 1/1/19. Add Steps 22 (\$52.19), 24 (\$52.71) and 26 (\$53.35 upon ratification. Increase On-Call Nurse differential from \$3.50 to \$4.25/hour. Accept increase certification differential from \$2.25/hour to \$2.30/hour. Accept no second certification differential. Increase evening shift differential from \$2.40/hour to \$2.50/hour. Increase night shift diff from 5.75 to \$5.85. Increase preceptor differential from \$2.00/hour to \$2.10/hour. Establish differential of \$1.10/hour for weekend work. Pay \$6.00/hour for standby on a holiday and double time for hours actually worked.		

Providence Proposals

Contract Section	Proposed Date	Area	Substance	Union Response	Final Result
Art 1	5/9/17	Recognition	Changing to "all nurse managers"	5/30: Reject, 6/13: Reproposed. ONA needs to review job description of associate managers.	
Art 9	5/9/17	Standby	Want to add language that to be eligible for call-back pay, the nurse must clock out and then be requested to stay	5/30: Reject 6/13: repropose ONA need to respond	
Art 10	5/9/17	Extra Shifts	Strikes "Not worked because of PTO for the purpose of vacation that was scheduled at the time the schedule was posted."	5/9: ONA Rejected 5/30: repropose, 5/30: reject 6/13: repropose	
Art 10	5/9/17	Extra Shifts	"A nurse on pre-scheduled PTO who is called in to work a shift in lieu of their PTO at the request of the Hospital will be paid the extra shift differential"	5/9: Rejected 5/30: repropose; 5/30: ONA accepted some of the language only to clarify that only extra shift diff applies when called in from pre-scheduled PTO 6/13: Repropose	
Art 11	5/9/17	Health Benefits	Proposing to delete Appendix D - no guaranteed health benefits	5/9: Rejected, 6/13: Employer repropose. 6/13: ONA rejects and repropose with Appendix D	
Art 13	5/9/17	Prof Development	Change from calendar year to fiscal year.	5/30: ONA Accepted	
Art 13	5/9/17	Prof Development	If the training is less than the shift length and is in lieu of the schedule shift, then the nurse's manager may ask them to return to work. Training must be required within nurse's job role. Pre-arrange with manager to determine the plan for the day. Cannot take a voluntary day off for the remaining hours if the work duties are not up to date. If both are in agreement, the nurse may come in to work on a separate day to make up the missed hours. If the training is less than 4 hours, the nurse should work to minimize overtime	5/30: ONA rejected 6/13: repropose	

Art 26	5/9/17	Task Force	HR or "Designee"	5/30: agree and TA	
Art 27B	4/25/17	Equipment	Proposes to eliminate Section B (Product Review and Analysis Committee)	5/9: ONA accepted contingent on other clauses proposed.	
Art 40	5/30/17	PNCC	Management may elect to send the Chief Nurse Executive or his or her designee to the PNCC meeting to aid in the consideration of matters related to nursing practice and nursing processes.	6/13: ONA accepts	
App C	5/30/17	Clinical Ladder	Hospital proposes a one-day workout session involving management and clinical ladder board members to discuss revisions	6/13: ONA needs more information.	
Art 5, Section B	6/13/17	Overtime Compensation	Hospital proposes OT be paid based on nurse's average regular straight-time hourly rate, consistent with Fair Labor Standards Act.		

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