## ONA Proposal

### Medical Center & Home Care Services

**Appendix A Wage Scale**

Initial proposal for one-year contract:

- 15% across all steps

- Retention Incentives for every five (5) years of service at PeaceHealth Sacred Heart or Sacred Heart Home Care Services.
  - Year Five – 3%
  - Year Ten – 4%
  - Year Fifteen – 5%
  - Year Twenty – 7%
  - Year Twenty-five – 8%
  - Year Thirty – 10%

  This incentive is applied to the nurse’s base wage upon obtaining the corresponding years of service. It does not impact their position on the wage scale. The incentive is not cumulative.

### Article 9 Differentials

- Compensation for Extra Shift (CES) = $25
- Mandatory Call Holidays (new) = double time
- Charge Nurse (Medical Center) = $7.00
- Coordinator (Home Care) = $7.00
- Case Manager/Admit Nurse (Home Care) = $4.00
- Facilitator = $4.50
- Evening Shift = $5.00 for all hours worked between 1500 – 2300
- Night Shift = $10.50 for all hours worked between 2300 – 0700
- Night Shift retention bump (new) =
  - Medical Center: increase to $12.50 for nurses with 2 years’ experience and for nurses who have worked night shift for 12 consecutive months as of ratification of contract.

## Sacred Heart Proposal

### Medical Center

**Appendix A Wage Scale**

Proposing a four-year contract:

- Year 1 = 2% with additional 2% for Steps 1 – 9
- Year 2 = 1.5%
- Year 3 = 1.5%
- Year 4 = 1.5%

### Article 9 Differentials

- Compensation for Extra Shift (CES) = $21.00
- Charge Nurse = $4.75
- Facilitator = $3.25
- Evening Shift = $3.30
- Night Shift = $8.25
- On-call = $5.00 Voluntary call
  - $6.00 Mandatory call
- Certification = $2.00
- Preceptor Pay = $3.75
- House Coordinator = $7.00
- Critical Care Float Pool = $5.00
- Float Pool = $4.00

### Home Care Services

**Appendix A Wage Scale**

Proposing a three-year contract:

- Year 1 = 4%
- Year 2 = 2.5%
- Year 3 = 2.5%

* Waiting for proposal on differentials
Sacred Heart Medical Center and Sacred Heart Home Care Compensation Proposals
4/26/2023

- Home Care: increase to $12.50 after three years on night shift
  - On-call = minimum wage
  - On-call/On Premise = 1 ½ base rate of pay plus on call pay
  - Certification pay = $2.50 plus $1.50 for additional certifications
  - Preceptor Pay = $6.50
  - House Coordinator = $9.00
  - Critical Care Float Pool = $8.00
  - Float Pool = $8.00
  - Float Differential (new) = $4.00 for all hours worked when required to float.
  - Per Diem = 22% of base wage

Additional Home Care Proposal

- 6th & Consecutive Pay (new) = 1 ½ times base rate of pay