### ONA Proposal

**Counter Package Proposal 5/31/2023**

**Medical Center & Home Care Services**

**Appendix A Wage Scale**

4-Year Contract:

- Year 1 – 10.5%
- Year 2 – 8%
- Year 3 – 8%
- Year 4 – 8%

Increases retroactive to April 15, 2023

**Article 1**

Paid time for nurse bargaining team.

**Article 9 Differentials**

- Compensation for Extra Shift (CES) = $23
- Mandatory Call Holidays (new) = double time
- Charge Nurse (Medical Center) = $6.00
- Coordinator (Home Care) = $6.50
- Case Manager/Admit Nurse (Home Care) = $4.00
- Facilitator = $4.00
- Evening Shift = $4.50 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.
- Home Care: increase to $12.50 after three years on night shift
- On-call
  - Voluntary = $8.50
  - Mandatory = $10.50

### Sacred Heart Proposal

**Medical Center Counter Package Proposal 5/31/2023**

**Appendix A Wage Scale**

Proposing a four-year contract:

- Year 1 = 4.5% with additional 1.5% for Steps 1 – 9
- Year 2 = 2.75%
- Year 3 = 2.75%
- Year 4 = 2.75%

**Article 9 Differentials**

- Compensation for Extra Shift (CES) = $22.00. Increasing to $23.00 July 2025.
- Charge Nurse = $5.50
- Facilitator = $3.75
- Evening Shift = $3.75
- Night Shift = $8.50
  - With new language expanding when shift differential is paid
- On-call = $5.50 Voluntary call
  - $7.00 Mandatory call
- On-call/On Premise = 1 ½ base rate of pay plus on call pay
- Certification = $2.25
- Preceptor Pay = $4.25
- House Coordinator = $7.00
- Critical Care Float Pool = $6.00
- Float Pool = $4.50

**Home Care Services**

**Appendix A Wage Scale**

Proposing a three-year contract:

- Year 1 = 4%
- Year 2 = 2.5%
- Year 3 = 2.5%
Sacred Heart Medical Center and Sacred Heart Home Care Compensation Proposals  
5/31/2023

| On-call/On Premise = 1 ½ base rate of pay plus on call pay |
| Certification pay = $2.25 |
| Preceptor Pay = $6.00 |
| House Coordinator = $7.50 |
| Critical Care Float Pool = $6.00 |
| Float Pool = $5.00 |
| Float Differential (new) = $3.00 for all hours worked when required to float. |
| Per Diem = 21% of base wage |

### Additional Home Care Proposal

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

### Year 4 = TBA

#### Article 9 Differentials

- Weekend Differential = $2.50
- BSN/MSN – change from percentage of base pay to

Rejected all other differential proposals