

## ONA/SPCH Bargaining Tracker

June 19, 2017

Article	ONA	Employer	Date
<b>Article 2</b>	Charge Nurses will not be counted as core staff.	No response	June 14, 2017
	Variable Shifts/Positions Definitions	No Counter	
	Defining Full-time/Part-time	ONA is reviewing	
<b>Article 3</b>	Providing additional information on New Hires	Agreed	Tentative Agreement (TA)
<b>Article 4</b>	Removing the hiring cap for nurses	Agreed	June 14, 2017
	Wage increase 2017, 7% 2018, 3.5% 2019, 3.5%	No Response	
	Increase in differential and moving to percentages	No Response	
	ONA Reviewing	Small word changes/additions by Employer	
<b>Article 7</b>	ONA Reviewing	Proposed going from 10 days to two weeks for nurses intending to leave.	June 14, 2017

## ONA/SPCH Bargaining Tracker, June 19, 2017

<b>Article 8</b>	Premium no higher than 10% per year	Employer premium proposal is 11% per year	June 14, 2017
<b>Article 9</b>	All nurses on the same higher accrual rate	Employer wants the two tiers to remain.	June 14, 2017
<b>Article 10</b>	Increase rate from 2 times the rate of pay to 2.5 times the rate of pay.  Nurses will not be placed on mandatory on-call for holidays.	Proposed Major and Minor Holidays, with pay rates for Major being paid at 2.5 times the rate of pay. Minor would be paid at 2 times the rate of pay.	June 14, 2017
<b>Article 11</b>	Increase professional dollars for all per diem/full-time/part-time nurses.  Increase the total fund to \$30,000	Increase professional dollars for all nurses  Increase the total fund to \$20, 000	June 14, 2017
<b>Article 12</b>	Discussion around Float Nurses. Team is still reviewing.	Proposed change in Core Unit Nurse	June 14, 2017
<b>Article 13</b>	Complete change of language to match state and federal laws. (Team is reviewing)	Wants to refer to law only and no detail language	June 7, 2017
<b>Article 14</b>	Team is reviewing proposal by employer	Delete entire article and refer to policy	June 14, 2017
<b>Article 15</b>	Changing Nurse Executive to VP of Patient Care Services	Agreement	June 6, 2017

## ONA/SPCH Bargaining Tracker, June 19, 2017

	Team is reviewing	Add a copy to HR of all grievances	
<b>Article 16</b>	Team is reviewing	Delete language and refer to law	June 14, 2017
<b>Article 17</b>	Proposed language for ONA nurse to transfer from another ONA facility with seniority.  Define language when a nurse leaves and returns voluntarily	Employer reviewing	June 14, 2017
<b>Article 18</b>	Adding word "board" for all bulletin board space	Agreed	Tentative Agreement (TA)
<b>Article 19</b>	Agreed	Updated Non-Discrimination	Tentative Agreement (TA)
<b>Article 21</b>	Moving all nurses to 3% match	Employer wants to remain at 2% for all new hires.	June 7, 2017
<b>Article 24</b>	Three year contract	Employer wants a seventeen month	June 14, 2017
<b>New Language</b>	Bargaining Team Paid during negotiation dates	No response	June 7, 2017
<b>New Language</b>	Labor Management Cooperation Committee. Increase communication with management	Employer proposed a MOU instead	June 7, 2014
<b>Appendix A</b>	Add: PCCN and SANE	Agree	