

**Proposal Tracker**  
**ONA/PSVMC 2023-2024 Negotiations**

| <b>Article</b>  | <b>Opened/<br/>Opening by<br/>ONA</b> | <b>Opened/<br/>Opening<br/>by<br/>PSVMC</b> | <b>Status – 1/30/24</b>  |
|---|---------------------------------------|---|--|
| Article 1 Recognition and Membership                        | NA                                    | Yes   | TA 12/4/23 (pkg w/Article 21)  |
| Article 2 Equality of Employment Opportunity                | NA                                    | Yes   | Counter to ONA 11/7/23   |
| Article 3-A Vacations                                       | Yes                                   | NA  | Counter to ONA 11/28/23  |
| Article 3-B Paid Time Off                                   | Yes                                   | NA  | Counter to ONA 11/28/23  |
| Article 3-C Scheduling Time Off                             | Yes                                   | NA  | Counter to ONA 11/28/23  |
| Article 4-A Sick Leave                                      | No                                    | No  | NA   |
| Article 4-B Extended Illness Time                           | No                                    | No  | NA   |
| Article 5 Hours of Work                                     | Yes                                   | NA  | Counter to ONA 10/23/23  |
| Article 6 Holidays  | No                                    | Yes   | Proposed to ONA 11/28/23   |
| Article 7 Employment Status                                 | Yes                                   | NA  | Counter to ONA 1/9/23  |
| Article 8 Floating  | Yes                                   | NA  | 12/12/23: Counter back to ONA as part of package with articles 16 and 19.                                |
| Article 9 Leaves of Absence                                 | Yes                                   | NA  | Counter to ONA 11/22/23  |
| Article 10 Professional Compensation                        | No                                    | No  | NA   |
| Article 11 Health and Welfare                               | Yes                                   | NA  | Counter to PSVMC 12/4/23   |
| Article 12 Retirement                                       | Yes                                   | Yes   | Proposed to ONA 11/3/23  |
| Article 13 Association Business                             | No                                    | No  | NA   |
| Article 14 Professional Development                         | Yes                                   | NA  | TA 12/12/24  |
| Article 15 Task Force                                       | No                                    | No  | NA   |
| Article 16 Healthy Work Environment and Staffing            | Yes                                   | NA  | Counter to PSVMC 1/30/24<br>PSVMC responded that Article 16 would remain packaged with Article 8 and 19. |
| Article 17 Workplace Safety and Technology                  | Yes                                   | NA  | Counter to ONA 1/30/24   |
| Article 18 Seniority and Job Posting                        | Yes                                   | NA  | Counter to ONA 11/28/23  |
| Article 19 Reductions in Force and Low Census               | Yes                                   | NA  | 2/12/23: Counter back to ONA as part of package with articles 8 and 16.                                  |
| Article 20 Resource Nurses                                  | NA                                    | Yes   | Counter to ONA 11/22/23  |
| Article 21 No Strike/No Lockout                             | Yes                                   | NA  | TA 12/4/23 (pkg w/Article 1)   |
| Article 22 Grievance Procedure                              | No                                    | No  | NA   |
| Article 23 Separability                                     | No                                    | No  | NA   |
| Article 24 Successors                                       | No                                    | No  | NA   |
| Article 25 Duration and Termination                         | Yes                                   | Yes   | Pending  |
| Appendix A Compensation                                     | NA                                    | Yes   | Counter to PSVMC 1/30/24<br>(PSVMC has this packaged with Appendix B)                                    |
| Appendix B Clinical Ladder                                  | NA                                    | Yes   | Counter to ONA 11/28/23 (packaged with Appendix A).  |
| Appendix C Standards of Behavior                            | Retain                                | NA  | TA 11/3/2023   |
| Appendix D Additional Procedures for Surgical Services Area | NA                                    | Yes   | Proposed to ONA 10/23/23   |
| Appendix E Health, Dental and Vision Insurance              | Yes                                   | NA  | Counter to PSVMC 12/4/23 (incorporated into Article 11 Health and Welfare)                               |

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|   |                                      |     |  |
|---|--------------------------------------|-----|--|
| LOA Frontloading of Hours to RN PTO/Vacation Banks    | Strike Part of Package on Paid Leave | NA  | PSVMC counter to ONA on PTO/Vacation 11/28/23  |
| MOU - Task Force for EPO Plan Options                 | Struck                               | NA  | TA 11/7/23   |
| MOU RN Meal and Rest Breaks                           | Struck                               | NA  | TA 11/7/23   |
| Nine, Ten and Twelve-Hour Schedule Agreements         | Retain                               | NA  | TA 11/7/23   |
| LOA on Hiring Preferences for Other Providence Nurses | Retain                               | No  | TA 11/7/23   |
| LOA Healthcare Unit Restructuring                     | Retain                               | NA  | TA 11/7/23   |
| EP Lab LOA  | Yes                                  | Yes | Proposed to ONA 11/7/23  |
| RN Care Manager LOA                                   | Yes                                  | NA  | Counterproposal to ONA 12/4/23   |
| RN Care Manager Suppl LOA                             | Yes                                  | Yes | 12/4/23: PSVMC included it with main RN Care Manager LOA proposal.   |
| 6/2 Scheduling Agreement                              | Yes                                  | No  | To answer ONA's leave law question: A 6/2 scheduling agreement would not change the hours worked requirements of leave laws. |
| LOA Emergency Dept                                    | Yes                                  | NA  | Counter to ONA 1/30/24   |
| LOA Certifications                                    | Yes                                  | NA  | Counter to ONA 1/30/24   |