

Proposal Tracker
ONA/PSVMC 2023-2024 Negotiations

Article	Opened/ Opening by ONA	Opened/ Opening by PSVMC	Status – 2/13/24
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 2/13/24
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 PSVMC responded that Article 16 would remain packaged with Article 8 and 19, and provided a counter.
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 2/13/24
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	Counter to ONA 2/13/24
Appendix A Compensation	NA	Yes	Counter to ONA 2/13/24 (pkg w/Appendix B)
Appendix B Clinical Ladder	NA	Yes	Counter to ONA 2/13/24 (pkg w/Appendix A)
Appendix C Standards of Behavior	Retain	NA	TA 11/3/2023
Appendix D Additional Procedures for Surgical Services Area	NA	Yes	TA 2/13/24
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 2/13/24
LOA Certifications	Yes	NA	Counter to ONA 1/30/24