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ONA ST. VINCENT ECONOMIC SUPPOSAL

1. Article 26

a. Expiration Jan. 1, 2027

2. Appendix A, Article 20 Resource Nurses, Article 6A Holiday Pay

a. ATB Year 1- Jan. 2024, ONA Proposal 14% ATB (and added steps 26-30)

b. ATB Year 2 ONA Proposal 7.5% ATB

c. ATB Year 3 ONA 7% ATB

d. Differentials

i. ONA Proposal Appendix A

1. NOC Shift \$11/\$15
2. Extra Shift Incentive \$46 per hour/Double Time Under 48 hours, Double Back (All RNs qualify) Moved back to Appendix A
3. Float Pool \$12 per hour
4. Certification \$4.00 per hour
5. Weekend \$4.75 per hour
6. Others Maintained (Ecmo/Bilingual/Preceptor)
7. Evening Shift \$3.00 per hour
8. Preceptor \$4.00 per hour

ii. Additional Differentials

1. Standby \$12.00 per hour
2. Charge RN \$5.00 per hour
3. Relief Charge \$4.50 per hour

iii. ONA Proposal Article 20 Resource RN Differential \$10 per hour

iv. ONA Proposal Holiday pay 2Xs regular rate

v. ONA Proposal Certification List

3. Article 3 PTO/Vacation

- a. Entry add 36 hours
- b. Year 4 add 36 hours
- c. Year 9 Add 36 hours
- d. Year 14 add 20 hours

4. Health Benefits

a. ONA Proposal Deductibles

- i. \$450 Ind. Plan
- ii. \$900 Family Plan

2. ONA Proposal Out of Pocket Max

- i. \$800 Ind. Plan
- ii. \$1,600 Family Plan

b. ONA Proposal Plan Design Improvements

- i. No Changes to Service Network

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- ii. No Deductible for Primary Care
- iii. No Deductible Mental Health, no charge
- iv. Access to Alternative Care \$20 per visit (No deductible)
- v. Plan Design including premium locked in place through CBA
- vi. Elimination of spousal surcharge
- vii. Opt out stipend of \$120 per pay period