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## **ONA ST. VINCENT ECONOMIC PROPOSAL**

### **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% 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