

PSVMC  
July 29, 2024 Proposal

PSVMC reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations. This comprehensive proposal is contingent upon an overall CBA settlement with a recommendation to ratify, ratification no later than August 30, 2024, and that there be no work stoppage.

Term Sheet Proposal

1. Article 26 Duration and Termination (former 24). Expiration, January 1, 2027.

2. Appendix A. Per the Medical Center's February 13, 2024 proposal, with the following changes to wages and differentials:

Step	Current	Effective 2 full pay periods after ratification	Effective 1 <sup>st</sup> full pay period following 1/1/2025	Effective 1 <sup>st</sup> full pay period following 1/1/2026
Res 1	\$46.07	\$51.26	\$53.18	\$55.04
Res 2	\$47.21	\$52.46	\$54.43	\$56.33
1	\$48.32	\$53.62	\$55.63	\$57.58
2	\$50.44	\$55.85	\$57.94	\$59.97
3	\$52.43	\$57.94	\$60.11	\$62.22
4	\$54.23	\$59.83	\$62.07	\$64.25
5	\$54.80	\$60.43	\$62.69	\$64.89
6	\$55.89	\$61.57	\$63.88	\$66.12
7	\$57.00	\$62.74	\$65.09	\$67.37
8	\$57.58	\$63.35	\$65.72	\$68.02
9	\$58.15	\$63.95	\$66.34	\$68.66
10	\$58.72	\$64.54	\$66.96	\$69.31
11	\$59.31	\$65.16	\$67.61	\$69.97
12	\$59.90	\$65.78	\$68.25	\$70.64
13	\$60.52	\$66.43	\$68.92	\$71.34
14	\$61.13	\$67.07	\$69.59	\$72.02
15	\$61.58	\$67.55	\$70.08	\$72.53
16	\$62.04	\$68.03	\$70.58	\$73.05
17	\$62.51	\$68.52	\$71.09	\$73.58
18	\$62.99	\$69.03	\$71.62	\$74.12
19	\$63.45	\$69.51	\$72.12	\$74.64
20	\$63.78	\$69.86	\$72.48	\$75.01
21	\$64.09	\$70.18	\$72.81	\$75.36
22	\$64.42	\$70.53	\$73.17	\$75.73
23	\$64.75	\$70.88	\$73.53	\$76.11
24	\$65.06	\$71.20	\$73.87	\$76.46
25	\$66.65	\$72.87	\$75.60	\$78.25

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Differentials

Night from \$6.20 to \$6.50

Mandatory Standby from \$6.00 to \$7.00

3. Article 20 Resource Nurse – maintain principal TA on 4/22/2024 with the following change:

\$4.00 differential to \$4.25

4. Article 6A Holiday Pay: Per PSVMC's November 28, 2023 proposal
5. Article 3A Vacations: Per PSVMC's November 28, 2023 proposal
6. Article 3B Paid Time Off: Per PSVMC's November 28, 2023 proposal
7. Article 3C Schedule Time Off: Per PSVMC's November 28, 2023 proposal
8. Article 11 Health and Welfare: Per PSVMC's November 28, 2023 proposal
9. Article 12 Retirement: Per PSVMC's November 3, 2023 proposal
10. Response to ONA's proposal for a new LOA Certifications:

Certification List at PSVMC-Appendix A-C.3

St. Vincent Medical Center will maintain a certification list on the Nursing Sharepoint site. The list contains all ANCC certifications by discipline. This list is updated yearly. (Please see attached screenshots to understand the process for seeing the approved certifications by discipline). The website also provides information for any certifications that may be missing and provides an escalation pathway. Below is the link to the Nursing Sharepoint site:

[Providence St. Vincent Nursing - Home \(sharepoint.com\)](#)

Below is the link for all ANCC certifications:

[American Nurses Credentialing Center \(ANCC\) Certifications | ANA \(nursingworld.org\)](#)

Plus Tentative Agreements