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Term Sheet Proposal

1. Article 3A Vacations: maintain current contract language.
2. Article 3B Paid Time Off: PSVMC’s attached 11/28/2023 proposal
3. Article 3C Schedule Time Off: PSVMC’s attached 11/28/2023 proposal
4. Article 6A Holiday Pay: PSVMC’s attached 11/28/2023
5. Article 11 Health and Welfare: PSVMC’s attached 11/28/2023
6. Article 12 Retirement: PSVMC’s attached 11/3/2023 proposal
7. Article 16 Staffing: replace Article 16 with PSVMC’s attached proposal
8. Article 20 Resource Nurse – maintain attached principal TA on 4/22/2024 with the following change to Section 5: “After placement on the wage scale in Appendix A (as specified in paragraph 2 and 3), a resource nurse will be paid a differential of ~~four~~ five dollars (\$~~5.00~~4.00) per hour in lieu of receiving vacation/PTO, EIT, and insurance benefits.”
9. Article 26 Duration and Termination (former 24). Expiration, January 1, 2027.
10. Appendix A. See attached revised Appendix A, which includes the same language as PVMC’s 2/13/2024 as well as revised wage and differential proposals summarized below. The new proposed wages and differentials would be effective two full pay periods after ratification (e.g., no retroactive pay). The new proposed wage rates include a market increase as well as an across the board (ATB) increase.

Step	Current	Market Increase	Effective 2 full pay periods following ratification: 5% ATB	Effective 1 <sup>st</sup> full pay of 2025: 4% ATB	Effective 1 <sup>st</sup> full pay of 2026: 4% ATB
<del>Res-1</del>	<del>\$46.07</del>	<del>n/a</del>	<del>n/a</del>	<del>n/a</del>	<del>n/a</del>
Resident	\$47.21	\$3.25	\$52.98	\$55.10	\$57.31
1	\$48.32	\$3.35	\$54.25	\$56.42	\$58.68
2	\$50.44	\$3.35	\$56.48	\$58.74	\$61.09
3	\$52.43	\$3.35	\$58.57	\$60.91	\$63.35
4	\$54.23	\$3.45	\$60.56	\$62.99	\$65.51
5	\$54.80	\$3.65	\$61.37	\$63.83	\$66.38
6	\$55.89	\$3.65	\$62.52	\$65.02	\$67.62
7	\$57.00	\$3.65	\$63.68	\$66.23	\$68.88
8	\$57.58	\$3.75	\$64.40	\$66.97	\$69.65
9	\$58.15	\$3.75	\$65.00	\$67.59	\$70.30

PSVMC to ONA  
 October 16, 2024 Proposal

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Step	Current	Market Increase	Effective 2 full pay periods following ratification: 5% ATB	Effective 1 <sup>st</sup> full pay of 2025: 4% ATB	Effective 1 <sup>st</sup> full pay of 2026: 4% ATB
10	\$58.72	\$3.75	\$65.59	\$68.22	\$70.95
11	\$59.31	\$3.75	\$66.21	\$68.86	\$71.62
12	\$59.90	\$3.90	\$66.99	\$69.67	\$72.46
13	\$60.52	\$3.90	\$67.64	\$70.35	\$73.16
14	\$61.13	\$4.00	\$68.39	\$71.12	\$73.97
15	\$61.58	\$4.00	\$68.86	\$71.61	\$74.48
16	\$62.04	\$4.00	\$69.34	\$72.12	\$75.00
17	\$62.51	\$4.00	\$69.84	\$72.63	\$75.53
18	\$62.99	\$4.10	\$70.44	\$73.26	\$76.19
19	\$63.45	\$4.10	\$70.93	\$73.76	\$76.72
20	\$63.78	\$4.10	\$71.27	\$74.12	\$77.09
21	\$64.09	\$4.10	\$71.60	\$74.46	\$77.44
22	\$64.42	\$4.10	\$71.95	\$74.82	\$77.82
23	\$64.75	\$4.20	\$72.40	\$75.29	\$78.31
24	\$65.06	\$4.20	\$72.72	\$75.63	\$78.66
25	\$66.65	\$4.25	\$74.45	\$77.42	\$80.52

**Differentials:**

- Charge nurse from \$3.60 to \$4.00
- Evening from \$2.85 to \$3.00
- Night from \$6.20 to \$10.00
- Certification from \$2.50 to \$3.00
- Preceptor from \$3.00 to \$3.25
- Voluntary standby from \$4.70 to \$8.00
- Mandatory Standby from \$6.00 to \$8.00
- Weekday extra shift from \$19.00 to \$20.00

**Ratification Bonus**

\$1,250 prorated by FTE (with .9 nurses receiving a 1.0 share), less applicable withholdings, payable within two full pay periods of ratification to all nurses employed at time of ratification and who remain employed at the time of payment.

11. RN Care Manager LOA: PSVMC's attached 12/4/2023 proposal
12. EP Lab LOA: PSVMC's attached 11/7/2023 proposal

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13. ED LOA: PSVMC's attached February 13, 2024 proposal
14. 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