

### ONA PPMC Proposal Tracking Sheet as of February 6, 2009. Tentative Agreement/Pending Ratification Vote

Article	Old Article	Topic	ONA	Hospital	Status
One	NA	Charge Nurse Protection in the Contract	Letter to be inserted in the contract that says the Hospital has no intent to remove AHNs or charge nurses from the bargaining unit.	Hospital proposed that a letter would be sent clarifying that they have no intent to remove AHNs or charge nurses from the bargaining unit.	Tentative Agreement
Two	One	Definitions	Update the definitions of different nursing positions	Hospital made a similar proposal in a counter	Tentative Agreement
Two	One	20 Hour Benefited Position	Allow Hospital to create/post 20 hour PT RN positions that are benefited	Hospital said No	ONA withdrew the proposal
Three	One	Membership	All current members maintain membership and all new hires either join or pay fair share	Hospital said No.	<b>ONA withdrew the proposal. We will keep current membership language where ONA membership is optional.</b>
Five	Three	Paid Time Off	Allow for the accrual of PTO that is unused to double	Hospital said No	ONA withdrew the proposal
Nine	Three	Holidays	ONA countered with a proposal that said that units that operate 6 day a week will administer the Holiday on a Monday when the Holiday falls on a Sunday.	Hospital wants to change administration. Loss of Holiday Pay when Holiday occurs on a weekend for those units that do not work on Sundays	Tentative Agreement based on the ONA Proposal
Six	Four	Extended Illness Time	Eliminate accrual cap	Hospital said No	ONA withdrew the proposal

Six	Four	Extended Illness Time	Can use EIT on an approved FMLA Leave before exhausting your PTO	Hospital said No	ONA withdrew the proposal
Seven	Five	Overtime	Citing HB 2800 and the law about OT in the contract. The proposal may not be necessary in light of current contract language	Hospital made a counter proposal that encourages nurses to be knowledgeable about the law and talk with their managers about concerns.	<b>ONA withdrew the proposal. We have concluded that our current contract language is good enough.</b>
Eight	Five	30 Year RNs and Weekend Work	Nurses with 30 years at PPMC would not have to work on weekends	Hospital said No.	<b>ONA withdrew the proposal</b>
Eight	Five	30 Year RNs and Mandatory Call	Nurses with 30 years at PPMC would not have to take mandatory call	Hospital said No.	<b>ONA withdrew the proposal</b>
Nine	Three	Holidays	Add Easter as a paid holiday	Hospital said No	<b>ONA withdrew the proposal</b>
Ten	Six	Discipline	Hospital will adhere to principals of progressive discipline	Hospital made a similar proposal in a counter	Tentative Agreement
Ten	Six	Discipline	Describe the current steps in the contract: verbal warnings, written warnings, final written warnings, suspensions, and termination	Hospital made a similar proposal in a counter	Tentative Agreement
Eleven	Seven	Leaves of Absence	A nurse may use EIT first rather than having to exhaust PTO first while on FMLA	Hospital said No.	ONA withdrew the proposal
Eleven	Seven	Leaves of Absence	Moving Language about court appearances to New Article 18	Hospital does not seem opposed.	No Change. Tentative Agreement

					<b>Tentative Agreement. The parties compromised with 2009 benefits staying the same. 2010 benefits will see increased deductibles and out-of-pocket costs.</b>
Twelve	Eight	Health Insurance	Maintain Base Plan as it currently exists for 2009 and for 2010.	Increases in deductibles and out-of-pocket maximums for 2009 and 2010 in the Base Plan.	
Twelve	Eight	Health Insurance	Maintain Plus Plan as it currently exists for life of the contract	Hospital said no.	ONA withdrew the proposal
Twelve	Eight	Health Insurance	Maintain Health Insurance Benefits while on a workers compensation for up to one year	Hospital said no.	ONA withdrew the proposal.
Thirteen	Nine	Retirement	Increase Core Contribution to 7.5%	Hospital said no.	ONA withdrew the proposal.
Thirteen	Nine	Retirement	Earn the maximum match on the Value Plan on first day of hire rather than waiting 10 years	Hospital said no.	ONA withdrew the proposal.
Thirteen	Nine	Retirement	Fully paid retiree medical for the nurse only. Dependents would not be included.	Hospital said no. Said Kaiser does not really have retiree medical	ONA withdrew the proposal.
Fourteen	Ten	Association Business -- Unit Representative Council	Paid unit representative meeting held quarterly	Hospital said no.	ONA withdrew the proposal.
Fourteen	Fifteen	Association Business -- RN Lists	Provide ONA RN lists/Language taken from Article 15	No Change Proposed	No Change. Tentative Agreement
Fifteen	Eleven	Strike Clause	No Change Proposed Other than renumbering	No Change Proposed	No Change. Tentative Agreement
Sixteen	Twelve	Grievance Procedure	Make timelines all 14 days	Hospital modified our proposal slightly	Tentative Agreement
Seventeen	Six	Facilities	Break Rooms on the units	Hospital modified their proposal and moved in our direction.	Tentative Agreement

Eighteen	Seven	Court Appearances	No Change Proposed Other than renumbering and moving this out of another article	No Change Proposed	No Change. Tentative Agreement
Nineteen	Thirteen	Professional Development	A nurse would earn the shift differential they earn when mandatory education follows the end of the shift.	Hospital said no.	ONA withdrew the proposal
Nineteen	Thirteen	Professional Development	Instructional Materials or equipment that were required to be purchased by the Hospital would be reimbursed by the Hospital	Hospital modified our proposal slightly	Tentative Agreement
Nineteen	Thirteen	Professional Development	Add an additional 8 hours for a total of 16 of compensated education	Hospital said no. Not all the hours in the bank are used currently	ONA Modified its proposal. We reached tentative agreement by including a quarterly reporting mechanism
Twenty	Fourteen	Professional Nursing Care Committee (PNCC)	Add 2 more members to the committee	Hospital agreed to this proposal	Tentative Agreement
Twenty One	Fifteen	Seniority	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	No Change. Tentative Agreement
Twenty Two	Fifteen	Job Posting	Listings will include the unit, hours, FTE, and shift	No Change Proposed	Tentative Agreement
Twenty Two	Fifteen	Job Posting	Move language about providing lists to a new Article 14 no change in language	No Change Proposed	No Change. Tentative Agreement
Twenty Three	Fifteen	Lay Offs	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	No Change. Tentative Agreement
Twenty Four	Fifteen	Short Term Reduction in Force	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	No Change. Tentative Agreement
Twenty Five	Sixteen	Separabililty	No change proposed	No Change Proposed	No Change. Tentative Agreement
Twenty Six	Seventeen	Successors	No change proposed	No Change Proposed	No Change. Tentative Agreement

Twenty Seven	Eighteen	Length of Contract	Three Year Contract	<b>Two Year Contract</b>	<b>Tentative Agreement. ONA agreed to a two year contract.</b>
Twenty Eight	Nineteen	Appendices	No change proposed	No Change Proposed	No Change. Tentative Agreement
Twenty Nine	Twenty	Task Force	Adding members to the Task Force	The Hospital offered a Counter proposal	Tentative Agreement
Appendix A	Appendix A	Wages	<b>ONA modified its proposal to 4% retro back to January 1, 2009; 4% on January 1, 2010;.</b>	<b>Hospital moved to 4% retro back to January 1, 2009; 4% on January 1, 2010;.</b>	<b>Tentative Agreement</b>
Appendix A	Appendix A	Wages/Scale	<b>New Step 30/First year of the contract after you have or would have been at step 20 for ten years.</b>	<b>Hospital agreed to this proposal</b>	<b>Tentative Agreement</b>
Appendix A	Appendix A	AHN Differential	<b>\$3.35 for 2009, \$3.45 for 2010</b>	<b>\$3.35 for 2009, \$3.45 for 2010</b>	<b>Tentative Agreement</b>
Appendix A	Appendix A	Relief Charge Differential	<b>ONA proposes \$2.35 for 2009 and \$2.45 for 2010.</b>	<b>Hospital said no</b>	<b>ONA withdrew the proposal. Back to current language of \$2.25 an hour.</b>
Appendix A	Appendix A	Evening Shift Differential	<b>\$3.00 an hour</b>	<b>Hospital said no</b>	<b>ONA withdraw this proposal. Back to current language of \$2.75 an hour.</b>
Appendix A	Appendix A	Night Shift Differential	<b>\$5.50 an hour</b>	<b>Hospital proposed an additional 25 cents in 2010 -- \$5.50 total</b>	<b>Tentative Agreement based on the Hospital proposal.</b>
Appendix A	Appendix A	Intermittently Employed RNs	<b>\$3.55 an hour</b>	<b>The Hospital said No</b>	<b>ONA withdrew this proposal</b>
Appendix A	Appendix A	Intermittently Employed RNs of 30 years	<b>5.55 an hour%</b>	<b>The Hospital said No</b>	<b>ONA withdrew this proposal</b>

Appendix A	Appendix A	Weekend Differential	\$2.00 an hour	The Hospital said No	ONA withdrew this proposal. We are at current language of \$1.00 an hour.
Appendix A	Appendix A	Working Two Weekends in a Row	RN would earn time and a half	The Hospital said No	ONA withdrew the proposal
Appendix A	Appendix A	Extra Shift Differential	\$20.00 an hour/\$22.00 an hour on weekend	The Hospital said No	ONA withdrew the proposal. We are back to current language of \$18.00 an hour.
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have prescheduled PTO	The Hospital said No	ONA withdrew the proposal
Appendix A	Appendix A	Extra Shift Differential	Can earn this when the hours worked include being called into work on-call hours	The Hospital said No	ONA withdrew the proposal
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have to attend educational programs	The Hospital said No	ONA withdrew the proposal
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have reduced your FTE status a little but are still FT	The Hospital countered with a proposal similar to ONAs	Tentative Agreement
Appendix A	Appendix A	Preceptor Pay	\$2.50 an hour	Hospital proposed \$1.80 for 2009 and \$2.00 as of January 1, 2010	Tentative Agreement based on the Hospital Proposal
Appendix A	Appendix A	Preceptor Pay	A preceptor will only have the preceptee's patients and half a patient load of their own.	The Hospital said No.	ONA withdrew the proposal
Appendix A	Appendix A	Preceptor Pay	A preceptor will earn the pay when precepting students and the instructor is not present on the floor.	The Hospital said No	ONA withdrew the proposal.
Appendix B	Appendix B	OR Call Pay	\$5.00 an hour	The Hospital proposed \$4.45 in 2009 and \$4.60 for Jan 1, 2010.	Tentative Agreement based on the Hospital's proposal

Appendix B	Appendix B	Call Pay	\$4.00 an hour	The Hospital proposed \$3.75 for 2009 and \$3.90 starting on January 1, 2010.	Tentative Agreement based on the Hospital's proposal
Appendix B	Appendix B	Call Pay/3 Hour Minimum	A nurse on call will earn 3 hours of pay at time and a half minimum when called into work from being on call.	The Hospital said No	ONA withdrew this proposal
Appendix B	Appendix B	Call Pay greater than four hours	A nurse who is called into work and works a shift greater than 4 hours will also earn extra shift pay	The Hospital said No	ONA withdrew this proposal
Appendix C	Appendix C	Certification Pay	ONA proposed \$2.00 in 2009 and \$2.25 on January 1, 2010 to reflect what the Hospital was willing to offer.	The Hospital proposed \$2.00 in 2009 and \$2.25 on January 1, 2010.	Tentative Agreement
Appendix C	Appendix C	Certification Pay	Earn retro pay up to 60 days back to the day of the certification being issued	The Hospital agreed with Retro back 60 days.	Tentative Agreement
Appendix C	Appendix C	Certifications	Update the List	The Hospital said No	ONA withdrew this proposal
Appendix C	Appendix C	Clinical Ladder	Level 2 \$1.50, Level 3 \$3.00, Level 4 \$4.50 an hour.	The Hospital proposed Level 2 \$1.50, Level 3 \$3.00, Level 4 \$4.50 an hour starting on Jan. 1. 2010	Tentative Agreement based on the Hospital Proposal
New Article	NA	Printing of the Contract	Sharing the cost of printing the contract	The Hospital said No	ONA withdrew this proposal.
MOU	NA	Contract Training	Training for RNs and managers on changes to the contract 3 times in 2009	The Hospital is open to this idea as a part of the Healthy Work Environment	Tentative Agreement

MOU	NA	Special Prescription Drug Task Force	Process for getting the brand formulary updated	The Hospital said no, though a nurse can appeal a concern in writing to the committee.	<b>ONA withdrew this proposal</b>
New Article	NA	Floating	Process for floating: everyone takes a turn, have to be oriented, new nurses are exempt, charge nurse can make exceptions, nurses on 12 hour shifts will not be floated 3 times.	<b>The Hospital made a counter Proposal it is similar except for how floating for 4 hours is handled.</b>	<b>Tentative Agreement</b>
New Article	NA	House-wide Staffing Committee	Provides details on how the committee will operate and what it will accomplish	<b>The Hospital accepted some of our suggestions but not all of them.</b>	<b>Tentative Agreement</b>
New Article	NA	Healthy Work Environment	The Hospital proposed an initiative to make the work place better based on Magnet and AACN 6 standards for a Healthy Work Environment. The letter talks about how is involved in developing the plan.	<b>ONA made minor modifications to clarify who would participate</b>	<b>Tentative Agreement</b>
MOU	NA	Additional Staff	Asking for Approximately 65 additional FTE RNs, CNAs, CAPs, HUCs, Techs.	The Hospital proposed the Healthy Work Environment process that was bargained at ST Vincent	<b>ONA withdrew this proposal. We will give the Healthy Work Environment Initiative and the staffing committee a chance.</b>