

ONA PPMC Proposal Tracking Sheet as of January 29, 2009

1/30/2009

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.	Likely to reach 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.	ONA is maintaining its proposal.
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	Move language to a new article no change in administration but we added new holidays	Hospital wants to change administration. Loss of Holiday Pay when Holiday occurs on a weekend for those units that do not work on Sundays	ONA made a proposal to handle 6 day a week units Holiday Pay administration occurrence on Monday following the Holiday. The Hospital Agreed to this 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.	ONA withdrew the proposal. We have concluded that our current contract language is good enough.
Eight	Five	30 Year RNs and Weekend Work	Nurses with 30 years at PPMC would not have to work on weekends	Hospital said No. This is not workable in small units.	ONA withdrew the proposal
Eight	Five	30 Year RNs and Mandatory Call	Nurses with 30 years at PPMC would not have to take mandatory call	Hospital said No. This is not workable in small units.	ONA withdrew the proposal
Eight	Two	Right of intermittently employed nurse to request job posting	Restatement of language in this article not a new proposal	Hospital asked us to clarify this proposal to see if it was necessary	ONA is maintaining its proposal
Nine	Three	Holidays	Add Easter as a paid holiday	Hospital said No	ONA is maintaining its proposal
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 and made a counter of their own	ONA withdrew the proposal
Eleven	Seven	Leaves of Absence	Site leaves for Professional Development in this article. Not new language	Hospital Position is unclear. We don't think they are opposed	ONA is maintaining its proposal

Eleven	Seven	Leaves of Absence	Moving Language about court appearances to New Article 18	Hospital does not seem opposed.	ONA is maintaining its proposal
Twelve	Eight	Health Insurance	No changes should be made to the LTD Policy	Hospital Position is unclear.	ONA is maintaining its proposal
Twelve	Eight	Health Insurance	Remove language about what other employees have	Hospital said no.	ONA is maintaining its proposal
Twelve	Eight	Health Insurance	Maintain Base Plan as it currently exists for 2009 and for 2010.	Agree to Hospital increases in deductibles and out-of-pocket maximums for 2009 and 2010	ONA will make this proposal
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 is maintaining its proposal
Thirteen	Nine	Retirement	Increase Core Contribution to 7.5%	Hospital said no.	ONA will withdraw this 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 is maintaining its 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 will withdraw this proposal.
Fourteen	Ten	Association Business -- Unit Representative Council	Paid unit representative meeting held quarterly	Hospital said no.	ONA is maintaining its proposal
Fourteen	Fifteen	Association Business -- RN Lists	Provide ONA RN lists/Language taken from Article 15	No Change Proposed	Likely to reach agreement
Fifteen	Eleven	Strike Clause	No Change Proposed Other than renumbering	No Change Proposed	Likely to reach agreement
Sixteen	Twelve	Grievance Procedure	Make timelines all 14 days	Hospital modified our proposal slightly	Tentative Agreement

Sixteen	Twelve	Grievance Procedure	Allow Association Representatives to file grievances	Hospital said no to initial proposal	Tentative Agreement. ONA some minor modifications
Seventeen	Six	Facilities	Break Rooms on the units	Hospital modified their proposal and moved in our direction.	Likely to reach agreement
Eighteen	Seven	Court Appearances	No Change Proposed Other than renumbering and moving this out of another article	No Change Proposed	Likely to reach 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	Likely to reach agreement
Twenty One	Fifteen	Seniority	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	Likely to reach 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	Likely to reach agreement

Twenty Three	Fifteen	Lay Offs	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	Likely to reach agreement
Twenty Four	Fifteen	Short Term Reduction in Force	No change proposed/Breaking up of a larger article with four topics	No Change Proposed	Likely to reach agreement
Twenty Five	Sixteen	Separabililty	No change proposed	No Change Proposed	Likely to reach agreement
Twenty Six	Seventeen	Successors	No change proposed	No Change Proposed	Likely to reach agreement
Twenty Seven	Eighteen	Length of Contract	Three Year Contract	Two Year Contract	ONA will agree to a two year contract.
Twenty Eight	Nineteen	Appendices	No change proposed	No Change Proposed	Likely to reach 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	6.5% on January 1, 2009; 5% on January 1, 2010; 5.5% on January 2011. If we have a four year agreement we would propose and 5.5% on January 2012.	Hopsital proposal to 4% retro back to January 1, 2009; 4% on January 1, 2010; 4.5% on January 2011.	ONA modified its proposal to 4% retro back to January 1, 2009; 4% on January 1, 2010; 4.5% on January 2011.
Appendix A	Appendix A	Wages/Scale	New Step 30	Offered a 30 year step in the second year of contract	ONA will modify its proposal to a new 30 year step in the first year of the contract.
Appendix A	Appendix A	AHN Differential	\$3.35 for 2009, \$3.45 for 2010	\$3.35 for 2009, \$3.45 for 2010	Likely to reach agreement
Appendix A	Appendix A	Relief Charge Differential	\$2.50 an hour	No Change Proposed	ONA will propose \$2.35 for 2009, \$2.45 for 2010, and \$2.55 for 2012

Appendix A	Appendix A	Evening Shift Differential	\$3.00 an hour	No Change Proposed	ONA will withdraw this proposal
Appendix A	Appendix A	Night Shift Differential	\$5.50 an hour	Hospital proposed an additional 25 cents in 2010 -- \$5.50 total	ONA will likely tentatively agree to an additional 25 cents in 2010 -- \$5.50 total and propose \$5.75 for 2011.
Appendix A	Appendix A	Intermittently Employed RNs	\$3.55 an hour	The Hospital said No	
Appendix A	Appendix A	Intermittently Employed RNs of 30 years	5.55 an hour%	The Hospital said No	
Appendix A	Appendix A	Weekend Differential	\$2.00 an hour	The Hospital said No	ONA will go back to 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	
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
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have prescheduled PTO	The Hospital said No	
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	
Appendix A	Appendix A	Extra Shift Differential	Can earn this when you have to attend educational programs	The Hospital said No	
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	Likely to reach 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	ONA will tentatively agree to this 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 is unsure about what to do next.

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	
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.	ONA is likely to accept 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.	ONA is likely to accept 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 is maintaining its 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 is maintaining its proposal
Appendix C	Appendix C	Certification Pay	If a nurse only has a certification then it is worth \$4.50 same as what we are proposing for clinical ladder. If you do the ladder and have a certification then the certification would only be worth \$3.00	The Hospital proposed \$2.00 in 2009 and \$2.25 on January 1, 2010.	ONA will tentatively agree to this proposal.
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.	Likely to reach agreement
Appendix C	Appendix C	Certifications	Update the List	The Hospital said No	ONA will withdraw 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	ONA will tentatively agree to this proposal.
New Article	NA	Printing of the Contract	Sharing the cost of printing the contract	The Hospital said No	ONA will withdraw this proposal.
MOU	NA	Contract Training	Training for RNs and managers on changes to the contract.	The Hospital is open to this idea as a part of the Healthy Work Environment	ONA is maintaining its proposal
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.	ONA will withdraw this proposal based on the Hospital's response.
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.	The Hospital made a counter Proposal it is similar except for how floating for 4 hours is handled.	ONA is likely to accept the Hospital's proposal
New Article	NA	House-wide Staffing Committee	Provides details on how the committee will operate and what it will accomplish	The Hospital accepted some of our suggestions but not all of them.	ONA is considering how to modify this proposal.
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	ONA is maintaining its proposal