

Proposals:

1. Increase X-time pay to \$ 10.00/hr and Z-time to \$ 16.00/hr.
2. Increase Bonus for working additional 20 hours in four week scheduling period to \$ 225.00.
3. Establish \$ 350.00 Bonus for working additional 36 hours in four week scheduling period.
4. Increase On-Call Pay to \$ 5.00/hr.
5. Establish straight over time pay rate of \$ 60.00/hr instead of time-and-a-half.
6. Decrease Employee Contributions to Health Insurance Premiums for full-time employees to 10% for Essential Plan, and to 15 % for Core Plan.
7. Cap out-of-pocket medical expenses at \$ 1000.00 per year for any kind of Essential Plan (Family or Individual), and \$ 750.00 per year for any kind of Core Plan (Family or Individual).
8. Increase Employer contributions to 401(K) Plan to 15%.
9. Increase RN wages by 30 % – first year, by 10 % – second year, and 5 % – each year thereafter until new Collective Bargaining Agreement is reached.
10. For 12-hour shift full-time employees overtime shall be considered any hours worked over twelve (12) consecutive hours or over 36 hours in one week.
11. Add the following to “Management Rights” Section:

“All Hospital management rights including the rights listed above, may not be exercised to jeopardize the Patient Safety, to lower the Quality of Patient Care, or to lower the Standards of Nursing Care established by the Ohio and Federal Laws, American Nurses Association and/or other National Organizations setting the Standards of Nursing and Medical Care.

Any Nurse who by management action is required to work under any condition(s) that lower the quality of Nursing Care, jeopardize the Patient Safety and/or RN license, will be paid 100 (one hundred) times of his/her hourly rate.

Any Nurse who because of circumstances beyond management’s control, is required to work

under any conditions that lower the quality of Nursing Care, jeopardize the Patient Safety and/or RN license, will be entitled to Crisis pay at the rate of 4 (four) times of his/her hourly rate.”

12. Education: Hospital must provide adequate and free of Patient Care time for completion of any educational activities mandated by the Hospital Administration. To ensure adequate and free of Patient Care time for educational activities during work hours, the Hospital must provide adequately trained relief nurses. In addition, when nurses chose to complete required educational activities during off-work hours, Hospital must reimburse nurses for time spent on Hospital-mandated educational activities at overtime rate of \$ 60.00/hr.
13. Uniform allowance in the amount of \$ 1,000.00 per year.
14. Shift Differential:
Monday – Friday Afternoon Shift - \$ 2.50/hr,
Monday – Friday Midnight Shift - \$ 3.50/hr
Saturdays, Sundays and Holidays Afternoon Shift - \$ 4.00/hr.
Saturdays, Sundays and Holidays Midnight Shift - \$ 5.00/hr.
15. Stewards shall be assigned to shifts and departments as follows:
One steward and one alternative steward for each department on each shift.
16. Union reserves the right to utilize the State and/or Federal Courts of appropriate jurisdiction in urgent cases where the Hospital’s action or inaction threatens the Public Safety.

17. Article 12 Section 6 should be amended as follows:
“Employer may not place an employee on unpaid administrative leave pending any investigation. If alleged misconduct or violation warrants suspension, the Hospital has the right to place an employee on Paid administrative leave without loss any benefits pending joint investigation by Hospital Administration and the Union.”

18. Skill Differential: Nurses working in CCU, ICU, Cath Lab, and OR shall be paid extra skill premium of \$ 2.00/hr. In addition, nurses proficient in the following skills shall be paid additional \$ 1.50/hr for achieving proficiency in following skills:
 - 1) Providing Care to patients requiring Intra-Aortic Balloon Pump therapy.
 - 2) Providing Care to patients requiring Hypothermia therapy.
 - 3) Providing Care to Patients requiring Continuous Renal Replacement therapy.
 - 4) Providing Care to Patients recovering from Open-Heart surgery in immediate post-op period, and post-op day 1.

19. Sick Policy: Nurses shall not be disciplined and/or penalized in any way shape or form for being sick and/or for using their sick-time benefit.

20. With respect to health insurance premiums, employees shall have an option of receiving monthly Employer’s contributions to health insurance premiums in the amount paid under the Core plan directly in cash for self-insurance purposes.

21. Article 30 (Holidays), Section 3 shall be amended so the 12-hour employees not scheduled to work on Holidays will receive 12 hours pay for that day.

22. \$ 1,000 Bonus for not calling off work during 1 (one) calendar year (January 1st – December 31st).
This bonus must be paid during the first week of January following year.

23. If a nurse is unable to take an uninterrupted and free of patient care Lunch break due to patient condition, emergency, or short staffing, that nurse shall be paid 4 (four) times of her/his hourly rate for 1 (one) full hour.
24. All units shall be appropriately staffed with RNs and Ancillary staff at all times. Appropriate staffing levels and patterns shall be determined at PPC meetings with meaningful Union participation and approval.
25. Every RN on unintentionally understaffed unit shall be paid additional \$ 10.00/hr. In case of intentional understaffing, every RN on understaffed unit shall be paid a double of his/her hourly rate.
26. Education Assistance:
\$ 5,000.00 Undergraduate Degree Program
\$ 7,500.00 Graduate Degree Program
Up to \$ 1,000.00 Certification Programs such as CCRN, CEN, etc.

For on-call nurses:

1. Increase on-call pay to 15% of base salary rate instead of the current flat 2.00 per hour.
2. Automatic first 4 hours off (with straight pay) of morning shift if called in the night before.
For example, if we get called in after 9 pm and then have to work the next morning at 0600.
This is because of the potential errors due to lack of sleep.
3. Automatic 4 hours paid time whenever called in, (similar to what the RT's have) instead of X and Z. This would apply to call-in's only, all other over-time still X and Z.
4. Automatic X or Z time for any "call holes" picked up, no matter if it exceeds the 118 call hours or not.