

# What's in the latest proposal for you?

PSVMC put an enhanced, comprehensive proposal on the table during recent bargaining sessions with ONA. Know the facts about the comprehensive package, including substantial wage increases, more time off and many contract enhancements.

## Substantial wage increases

### 3-year contract

**Year 1: 9.5% increase in year-one for all RNs—not retroactive**

- 6% market increase at every step; effective in pay period following ratification
- 2.5% across-the-board increase; effective in pay period following ratification
- Additional 1% increase after July 1, 2022

**Year 2 (2023): 3%**

**Year 3 (2024): 2.5%**

## Time off/vacation

- **PTO/vacation deposit of 16 hours** – prorated based on .9 FTE

## Benefits

- Proposal for **joint hospital/union task force to review EPO health plan** in 2023
- **Addition of Martin Luther King Jr. holiday**—hours worked paid at overtime rate

## Staffing/scheduling/floating/more

- **Removal of mandatory standby in low census** for RNs in Labor & Delivery
- **Maternal Child Division RNs not required to float** outside division
- **Option to waive minimum 4-hour requirement** for work on site if no assignment available
- **Cap of 144 hours per calendar year on requirement to float out of cluster** for a primary care assignment
- **New shift-leveling language** for greater clarity
- When a unit closes on an observed holiday, **a nurse may choose to use PTO or take the time off unpaid**
- **Clarified approach on how concerns about safety, technology and staffing may be escalated**
- Withdrawal of proposal to increase Resource Nurse requirement

*How our wage proposal compares to local health care employers*

Time period	Kaiser	OHSU
Upon ratification	-0.74%	+2.38%
July 1, 2022	+0.26%	+0.18%
Jan. 1, 2023	-0.23%	+0.96%
July 1, 2023	+0.27%	+1.45%
Jan. 1, 2024	-0.17%	Unknown (contract expires 6/30/23)

*(black = % above market; red = % below market)*

## Differentials/premiums increases

- **Weekends:** \$1.25 (for all hours worked between Friday, 7:00 p.m. – Sunday, 6:59 p.m.)
- **Float Pool:** \$2 (replaces current methodology)
- **Night shift:** \$6.10
- **Extra incentive shift weekend:** \$20
- **Extra incentive shift weekday:** \$19
- **Relief charge:** \$2.60
- **Required scheduled standby:** \$6
  - Unscheduled standby remains at \$4.70
  - Standby 52 remains in place: \$10/hour for required standby hours that exceed 52 hours in four-week scheduling period

## Professional development

- **Tuition reimbursement increased to \$5,250 (FT)/ \$2,625 (PT)** subject to eligibility requirements
- Opportunity for **remote work pay** (as appropriate)