

Economic Package

Article 50, Termination

- One (1) year contract from date of ratification

Article 22, Hours of Work and Pay Provisions

- **Section 4.**
 - **Added** language sixteen (16) hour RN shall be granted additional thirty (30) minute meal period
- **Section 6.**
 - Work schedules posted twenty-one (21) days **versus** fourteen (14) days
 - **Added** in the event an error in work schedule, Medical Center will correct the error to reflect on the final schedule
 - Revised chart to reflect the build of the six (6) week schedule
 - Everyone gets **CASH** (holiday counts as scheduled hours) unless requested at the bid period
- **Section 7.**
 - Clarified language that one (1) week of PTO is equivalent to 36-40 hours of PTO for full time, and 16-24 hours of PTO for part-time of more
- **Section 8.**
 - **Added** a key for the Peri-Op Diagnostic Areas for signing up for unfilled shifts
 - Unfilled shifts will be posted in the book/unit for twenty-one (21) days **versus** fourteen (14) days
- **Section 11.**
 - **Deleted** language of mandation from home
- **Section 12.**
 - Clarification of Mandation: mandation is for usual, unexpected, emergent nature. Unusual, unexpected, emergent nature does not include when the six (6) week final schedule has not been scheduled to grid
 - RNs will **not** be disciplined for refusal of mandation when final schedule is posted with open shifts
 - Required OT shall be waived for any RN that has worked twelve (12) hours of required OT in a forty two (42) day scheduling cycle **versus** sixteen 16
 - Voluntary OT can be pulled for purposes of equalization (additional hours)
- **Section 20.**
 - RN preceptor pay has been changed to an hourly rate
 - RN preceptor will be paid in their regular paycheck an additional **\$1.50** per hour for all hours precepting an orientee
 - Incomplete sheets can be turned in and be paid at **\$1.25** per hour for all hours on the sheet
 - The preceptor will be given advanced notice that orientee will be assigned to work with them

Article 33, Health Insurance and Other Insurances

- **Section 1.**
 - Health insurance offered shall include a PPO option for the one-year contract
 - Health insurance premiums are **FROZEN** for the term of the one-year contract
- **Section 2.**
 - Joint Venture with Henry Ford
 - Union shall have the right to bargain with future sponsor or participating employer over other health and other insurance plans
- **Section 7.**
 - **Added** long term disability
 - **Added** for full-time and part-time shall have the option to elect long-term disability benefits at 70% replacement of base pay **versus** parttime only receiving 50% of base pay

Article 34, Pension Plan

- **New Section 4.**
 - The employer will grant full vesting of benefits that have been earned in the affected plans for participants whose employment is transitioned from Ascension as a direct result of the sale/joint venture to Henry Ford
 - Union shall have the right to bargain with the future sponsor or participating employer over the retirement plans

Article 36, Wage Rate Schedule

- Wages become effective the first full pay period following ratification
- **Added** placement on scale by licensure year (see attached wage scale)
- **Raises for 2024 range from 4.25% (lowest) to 39.54% (highest)**
- No RN will have pay rate decrease as a result of the implementation of the new wage scale
- If placement on wage scale results in an increase of less than 3%, the RN will be placed on the closest to but above their current rate that results in at least a 3% increase

Article 46 Severance Pay

- **Maintained** full-time and part-time RNs eligibility for severance pay under the terms and conditions of the article

Letter of Agreement, Performance Award (Ratification Bonus)

- **\$3,000** lump sum for full-time and part-time RNs
- **\$1,000** lump sum for per-diem RNs
- Award will be paid on the second pay day following successful ratification of the CBA

Letter of Agreement, Staffing in Patient Care Units (Critical Staffing Bonus)

- **Maintained** for duration of the contract
- **Increased** the dollar amount to \$40.00 every four (4) hour blocks **versus** \$25.00
- **Additional Staffing Incentive Added:**
 - If the vacancy rate in a particular unit is above 30%, the unfilled shifts not picked up through the unfilled shift process, additional hours cold call process or mandation, the bargaining unit RN who worked on the unit during that block of time which the unfilled shift posted was never picked up will equally split an amount equal to the critical staffing bonus that would have been paid for that unfilled shift block
 - Example: If five unfilled shifts are posted in 2 South from 11:00 a.m. – 3:00 p.m., and three were never picked up, the nurses who worked from 11:00 a.m.-3:00 p.m. will equally split \$480 between them (\$160/each). **Additional examples at the end of the highlight sheets**
- **Maintained** sign-on and referral bonuses
 - **\$20,000** for bedside full-time RNs for night shift (pro-rated for part-time)
 - **\$7,500** for bedside full-time RNs on day or afternoon shift (pro-rated for part-time)