OSF
ST. FRANCIS HOSPITAL

LETTER OF UNDERSTANDING BETWEEN OSF ST. FRANCIS HOSPITAL AND THE MICHIGAN NURSES ASSOCIATION

Wage Increase/Retention Bonus/ BSN Requirement/Article18.6

OSF is offering a non-precedent setting wage increase and retention bonus that are outside of the terms of the collective bargaining agreement in order to 1) thank and retain current members for their efforts, 2) raise the wages of current union members to remain competitive in the market, and 3) fill open positions to provide some relief to current members who are working extra hours. This offer is in exchange for continuing the current collective bargaining agreement through April 30, 2023, at which time the parties would engage in negotiations.

OSF will increase all RN hourly wages by 11%. This increase is in addition to the recent 4% increase (2.5% across-the-board and 1.5% between steps) that was processed in December 2021. OSF will provide a 2.5% across-the-board increase with associated 1.5% between the steps in December, 2022 at the scheduled time per the current CBA. Additionally, OSF will pay a retention bonus for continued employment as an OSF RN to qualifying nurses per the attached chart and terms.

Further, because OSF has paused the RN to BSN requirement for non-MNA members, OSF St. Francis Hospital will also pause this requirement for current and new MNA members. Management will not impose this requirement on MNA members until such time as OSF reinstates this requirement for other nurses. It is our hope that the MNA would encourage and support RNs currently working on their Bachelor's Degree to continue to do so.

In response to concerns raised by RNs recently, attached is a document with proposed language changes to Article 18. The changes to Article 18, Section 18.6(C) are non-substantive corrections. The changes to Article 18, Section 18.6(D) are to clarify mandating language for both parties.

All terms of this agreement will be effective for hours worked starting February 6, 2022 and reflected on the February 25, 2022 paycheck if this agreement is signed by 5 p.m. on February 3, 2022.

This final offer will expire at 5 p.m. on February 3, 2022.

For the Union:
Michigan Nurses Association

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Ann Collins Date
Labor Relations Representative
Michigan Nurses Association

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Lyndsey Rogers Date
RN- MNA Union President

For the Employer:
OSF St. Francis Hospital

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Micki Murray, Director Date
Employee Relations

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Lacey Crabb Date
VP/CNO