

## 11 Grievance Procedure

A grievance will need to be filed within 15 days of the date of the occurrence whether or not joint problem solving is utilized.

### 18.3 Work Schedules

Full and Part time nurses have to opportunity to preschedule overtime (up to 48 hrs)

Per diem nurses have to opportunity to preschedule overtime

IV shifts will be given to the least senior nurse rotating on a weekly basis (old contract language)

\*\*\*Allowing nurses to build the schedule with overtime for those who want it will cut down on the use of IV shifts and give people well deserved money.

#### 18.3.1 Work Opportunity on a Final Posted Schedule

Paragraph included to allow managers to offer short notice call a few days before a need if known ahead of time.

\*\*\*Managers routinely allow SNC to be awarded ahead of time, this language buttons up that process.

### 18.6 Unexpected Needs for Additional Staff

Nursing supervisors will use this order to obtain extra staff when needed

1. Float pool RN if qualified in the department of need
2. Qualified RN from another department
3. Work opportunity list
4. Ask nurses to volunteer from the department of need
5. Everbridge to nurses from department of need
6. Supervisor and unit of need charge nurse will decide if an untrained helper can be floated for a quick pinch, or if a trained body is required and someone needs to be mandated to stay an extra 4 hours.
7. Everbridge to all bargaining member RN's
8. Appropriate non-union staff.

\*\*\*Sometimes a unit doesn't need a fully trained body for the work that needs to be done. This language allows the charge nurse to decide if a helper will suffice. We are hoping this cuts down on mandatory overtime if it is not warranted.

Nurses will not be mandated overtime more than once per week

Nurses will not be mandated overtime if they have an involuntary or voluntary shift that week.

Nurses will not be mandated if their current shift is work opportunity or SNC.

\*\*\*The language from our current LOU is in the contract.

#### 18.6.1 Temporary Assignment/ Floating

Nurses have the opportunity to "qualified float." This means that they may **VOLUNTARILY** choose to have some training in another unit. If a nurse decides to become a "qualified float" to another unit, they will float out of seniority turn according to section 18.6.

Nurses who bid into new units will be subject to **INVOLUNTARY** "qualified floating" for 12 months after they assume their new position. These nurses will be floated out of seniority turn according to section 18.6.

"Qualified floating" requires the nurse to take an assignment.

\*\*\*Nurses who do not want to float out of seniority turn – do not volunteer to qualified float.

\*\*\*Nurses who want to avoid mandatory call off — volunteer to qualified float

### 18.9 Meal Periods

An employee working over 12 hours will receive an extra 20 minute meal period. They will also receive an additional 20 minute break if the work situation allows.

## 20 Job Posting and Bidding

All per diems will be paid at 20% above their base rate.

Per diems will be prescheduled for 2 holidays per year and be available for 1 additional.

\*\*\* Previous contract language stated, "Per Diem employees will be scheduled to work AT LEAST 3 holidays within each pay period year." This language left it open for per diems to be scheduled MORE THAN three holidays per year. This new language will allow per diems to know when they are scheduled, plan ahead, and not be jerked around last minute.

Per diems will be scheduled no more than 6 shifts in a 6 week schedule.

Per diems will not receive short notice call.

Per diems will receive 1.5x pay when called in from stand-by.

Per Diems are required to take stand-by.

### 22.3 Temporary Workforce Reduction

The supervisor will reduce staff in the following order

1. Overtime
  2. Voluntary sign-up
    - a. Involuntarily scheduled
    - b. Those who will use PTO
    - c. Those requesting no pay
  3. Per diems
  4. Voluntarily scheduled employees
  5. Reverse seniority mandatory call off
- Every 6 weeks.  
\$3.00/hr.

### 29 Shift Differentials

Afternoon shift: \$2.50

Night shift: \$4.00

Weekend: \$3.00

BSN/MSN \$1.00

Certification \$1.00

### 31.1 On Call

\$3.00

When nurses are called in, they begin getting paid with their arrival time at work. They are paid a minimum of 2 hours.

### 31.2 On Call Respite Time

The nurse may use PTO for the missed hours or take the hours unpaid.

### 31.3 Short Notice Call-in

Minimum of 2 hours pay when called in.

### 31.4 Stand-by

\$3.00 Stand-by pay

When called in from stand-by, nurses will be paid 1.5x their regular hourly rate with a minimum of 2 hours.

### 31.5 Charge

\$3.25

### 32.1 Wages

8% raise at ratification

1.5% raise in December 2023

4.5% raise December 2024

4.5% raise December 2025

### 33 Holidays

Double time for short notice call on holidays.

### 34.2 PTO

RN's hired after ratification will not be able to prorate PTO (use 7.2 hours prescheduled)

### 36 Berevement

Regardless of FTE, members can take 24 hours (3 day max) for defined family members and 1 day (12 hour max) for extended family members.

Per diems may take 1 day (12 hour max) for any family member.

### Ratification Bonus/Backpay

Justin ( MNA lawyer) and Mark (OSF's lawyer) are working out what a bonus/back pay will look like.  
A note from your negotiating team,

We fought hard to keep the perks our last contract had, but to get the unprecedented increase in wages, 1.5x on the call in from stand-by, 20% for per diems, 6 week call off rotation, awesome differentials and compensation for BSN and other specialties, we had to give up something. In the end our team made the tough choice to give up voluntary 50% too. A union is meant to protect hours, make sure benefit time is received and work safely. We cannot continue to lose benefits fighting to protect union members getting paid to not work.

Our team is excited and supports this contract 110%. We are ahead of other hospitals in our financial package, and our mandatory call off being limited to 6 weeks is a perk that no other hospital has. This contract leads in our area without a doubt.

We are FULLY recommending a YES VOTE!  
Lyndsey, Nichole, Dianne, Cami, Trudy, Martha, Mindy, and Heather