| **CATEGORY** | **UNION OPENING PROPOSAL** | **EMPLOYER PROPOSAL** |
| --- | --- | --- |
| WAGE INCREASES | 18% ATB Increase effective 2/4/248% ATB Increase effective 8/1/248% ATB Increase effective 2/4/248% ATB Increase effective 8/1/255% ATB Increase effective 6/1/26***OVER TERM OF CONTRACT = 47%*** | 2% ATB Increase Effective post-ratification 2% ATB increase upon first anniversary of ratification 1.75% ATB upon second anniversary of ratification ***OVER TERM OF CONTRACT = 5.75%*** |
| STEP PROGRESSION | Add Step 12 at 30 years 3% increase between each step  | NO COUNTER PROPOSAL/REJECTS |
| OCN DIFFERENTIAL | RNs who are OCN certified shall receive a 5% differential in addition to their regular base pay. | NO COUNTER PROPOSAL/REJECTS |
| SERVICE RECOGNITION | One-time bonus to recognize service:10 years service= $1000 20 years service= $2000 30 years service =$3000 40 years service=$4000  | NO COUNTER PROPOSAL/REJECTS |
| PAID TIME OFF (PTO) |

| Months of Service  | Annual Accrual   |
| --- | --- |
| 0-11 months  | 33 days PTO |
| 12-47 months  | 38 days PTO |
| 48-107 months  | 43 days PTO |
|  108th month and above  | 48 days PTO |

 | ACCEPTS INCREASE TO ACCRUAL, CLARIFIES LANGUAGEREJECTS ADDING ADDITIONAL ACCRUAL |
| HOLIDAYS  | In the event a Registered Nurse is required to work on any of the recognized holidays, he/she shall receive double-time (2x) for New Year’s Eve, Christmas Eve, and Day After Thanksgiving, and time and one-half (1-1/2) for all hours worked on all other holidays. Add 4 additional holidays | NO COUNTER PROPOSAL/REJECTS |
| FSAs, Increasing employer retirement contributions, severance pay | * $2,000 employer contribution to FSAs
* Increasing employer match for retirement to 6%
* Severance pay based on years of service
* Certification reimbursement at $750/year
 | NO COUNTER PROPOSAL/REJECTS |