| **CATEGORY** | **UNION OPENING PROPOSAL** | **EMPLOYER PROPOSAL** |
| --- | --- | --- |
| WAGE INCREASES | 18% ATB Increase effective 2/4/24  8% ATB Increase effective 8/1/24  8% ATB Increase effective 2/4/24  8% ATB Increase effective 8/1/25  5% 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 LANGUAGE  REJECTS 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 |