



TIME SUBMITTED: _____

MNA MODIFIED PACKAGE PROPOSAL

JUNE 14, 2019

6:50 p.m.

The Union offers the following package of proposals to be accepted or rejected as whole:

1. Modified Union Proposal No. 1 – **Educational Development**

The Union will agree to drop the request for parity with FV regarding funds used for pursuit of coursework at an accredited institution, if the Employer agrees to increase the amount of funds available for workshops, courses and other educational programs to \$750. ~~The Union is willing to modify its request regarding paid workshop days to provide full-time nurses and benefit eligible nurses with eligibility to use up to seven hundred and fifty dollars (\$750) for paid time attendance at the workshops.~~ (Note that the language containing the strikethrough was deleted by the Union in an email communication to Management during a caucus in order to clarify the Union's position on a question raised by Management about this modified proposal.)

2. Modified Union Proposal No. 4 – Salary w/ regard to **Differentials**—All Differentials currently in the contract will be increased by one dollar (\$1.00), but said dollar shall be applied as follows: \$.50 year one, \$.25 for years 2 and 3 respectively and the is offering to accept a reduced Float Pool Differential of one dollar and fifty cents (\$1.50) to be added to the contract as follows: \$.50, Year one, and \$.50 for Years 2 and 3 respectively.

Union Proposal No. 4 – Salary- **Wage Offer**

The Union proposes: a wage increase of 3.75%, retroactive to June 1, 2019 and wage increases of 3.75% and 3.5%, respectively for Years 2 and 3 of the CBA.

The Parties will Clean up language references to old differential effective dates and amounts.

3. Union Proposal No. 5 – (Article 6, Part-time **Holidays** and Article 8 Holidays for Full-Time RNs)

*Note that Article 6 (Part-time Nurses Holiday) are contained in Union Proposal #4 (See Attached)

The Union will modify its proposal regarding Holiday pay for Full and Part Time to include the following: A nurse who is erroneously mandatorily cancelled will receive holiday premium pay.

4. Union Proposal No. 7 – Article 10 Sick Leave (Establishing a **Catastrophic Sick Leave Bank** from Accumulated Sick Leave not paid out to members at Retirement). The Union is willing to reduce

the number of sick leave hours to be contributed to the Catastrophic Sick Leave Bank to three hundred (300).

5. Union Proposal No. 11 – **Unit Closure** (New Article) language as proposed.
- 6.. Union Proposal No. 16 – Article 31 --**Insurance Benefits language as proposed.**
7. Employer Proposal No 1. (Change **cancellation time for Casuals and FSP** from 2 hours to 1.5 hours).
8. The Employer and Union will agree that the **Duration of the Contract** will be from June 1, 2019 through May 31, 2022.
9. The Union and Employer will drop all other proposals (**not previously TA'd**) and there will be no further changes to the Contract.