



OFNHP Pro Bargaining Unit

Topic	What's new in our Tentative Agreement	Where it's located in the contract
Partial Day PTO	<ul style="list-style-type: none"> • Employees can use PTO in amounts less than a full day in no less than 1-hr increments. • Use is at the discretion of the employee only and will not be required to cover things covered in our salary-exempt status (MD appts, etc). 	<ul style="list-style-type: none"> • Article 13.A
Advanced Certifications	<ul style="list-style-type: none"> • Will allow for an expanded list of approved specialties in all Pro disciplines. 	<ul style="list-style-type: none"> • Article 5.D.5.b
Standby Differential Increase	<ul style="list-style-type: none"> • Increasing existing standby differential from \$4.40 to \$6.25/hr. 	<ul style="list-style-type: none"> • Article 5.A
Standby Phone Consultation Stipend (After Hours Call)	<ul style="list-style-type: none"> • \$1,500 per quarter to those identified that perform qualifying duties • Will increase prior CCS amount from \$700 to \$1500 	<ul style="list-style-type: none"> • Article 5.F
Bilingual Differential	<ul style="list-style-type: none"> • Increasing existing bilingual differential to \$2.00/hr. • Allows for joint decision making process to reclassify qualification for differential and escalation to the Salary Review Committee. 	<ul style="list-style-type: none"> • Article 5.D
Night Differential Increase	<ul style="list-style-type: none"> • Increasing existing night differential from \$6.45 to \$6.70/hr. 	<ul style="list-style-type: none"> • Article 5.D.4.b
Evening Differential Increase	<ul style="list-style-type: none"> • Increasing existing evening differential from \$3.23 to \$3.48/hr. 	<ul style="list-style-type: none"> • Article 5.D.4.a
In-lieu of Benefits Increase	<ul style="list-style-type: none"> • Increasing in-lieu of benefits differential to \$6.00/hr for all qualifying members • Some members previously paid as low as \$.40/hr! 	<ul style="list-style-type: none"> • Appendix A.1

PC Paneling Increase	<ul style="list-style-type: none"> • Expanded available stipend (\$2,000 – 2,500/quarter) provided by previous LOU to all paneling NP/PA's • Participation in paneling incentive program is at manager and provider discretion. 	<ul style="list-style-type: none"> • TBD
Seniority Language	<ul style="list-style-type: none"> • Simplified restoration of benefits transfers in or outside of the bargaining unit. • Simplified RIF bumping language to focus on meeting qualifications, not specific disciplines. 	<ul style="list-style-type: none"> • Article 6
Holiday Pay Language	<ul style="list-style-type: none"> • Clarified qualifications for Holiday pay when not worked • Clarified process for using banked Holidays 	<ul style="list-style-type: none"> • Article 5.E
16 Year Longevity Step	<ul style="list-style-type: none"> • Additional longevity step at 16 years for those that did not already have it. 	<ul style="list-style-type: none"> • Appendix A
Flexibility (Scheduling, Templating, and Precepting)	<ul style="list-style-type: none"> • *Subcommittee ongoing* • Creates specific LMP process to make changes to templates and patient workloads • Incorporates precepting language from 2018 TA 	<ul style="list-style-type: none"> • Article 20
Pro Education Fund	<ul style="list-style-type: none"> • *Subcommittee ongoing* • Redesign of the Education committee with a focus on promoting and helping Pro's access and utilize the Pro Ed fund • If residual funds are available in the amount totaling \$2000 per benefited member, there is automatic access to those funds • \$600 available for on-call for education 	<ul style="list-style-type: none"> • Article 9.C