

UWMC Package Proposal 6/30/15 – LAST BEST AND FINAL OFFER

Article 5.1 - Association Membership - [WSNA Original Proposal Maintain Contract Language](#)

Article 5.4 Roster – WSNA Original Proposal - Willing to wait until new payroll system for new items in WSNA proposal on 5.4 not currently available.

Article 5.9 – [Union](#) Orientation - UWMC Proposal 6-9 with added sentence at end– “The employer will provide to the WSNA Representative name and contact information for Nurses within seven days of their transfer or move into the bargaining unit.”

Article 6.7 - Probationary Period - Per Managements 5-21 Proposal Adding the word “documented”

Article 7.2 and 7.3 – Clean Up Language Per Both Proposals – No Substantive Change.

Article 7.2 and 7.3 - Mgt Withdrew Proposed Changes In Scheduling (7.2 and 7.3) and Time Worked (7.3.7) On 6-4-2015

Article 7.9 – Rest Between Shifts – MCL - [Accept Union Proposal](#)

Article 7.11 – Rest Breaks - [Per WSNA Modified Proposal Make Settlement/Arbitration award available on UW HR website, same location as contract. Accept Union proposal to include Settlement as attachment.](#)

Article 7.12 – Flexible Staffing –Per Mgt 6-15 Response

Article 7.13 – Mandatory Call – [Proposed MOU Responsive MOU proposal Withdraw call proposal.](#)

Article 8.5 – Tuition – WSNA Withdraws

Article 9.1 – Wage Rates - Year 1 ~~4%~~ 2.5% ~~3%~~/ Year 2 - ~~4%~~ 2%, One Additional 3% Step 30

Article 10.1 – Shift Premiums WSNA Original Proposal – WSNA withdraws

Article 10.3-10.4 – Standby/Call - WSNA Withdraws

Article 10.7 – New Nurse Float Pay –[Accept Mgt 6-15 Counterproposal](#)

Article 10.8 - Certification Pay – Increase to 1.25 Per Mgt Proposal

Article 10.new – Master Premium – With Proof of MSN Nurses Shall Receive A One Step Increase

Article 10.9 – RVAT/STAT/ECMO – Accept Mgt Proposal

Article 10.11 – Parking – WSNA Withdraws Proposal

Article 11.11 – Staffing - [WSNA modified Proposal 6-230 Responsive Proposal](#)

Article 12.1/14.1 – Accrual Of Benefit Hours – WSNA Withdraws Proposals

Article 12.1.2 Unpaid Personal Holiday for Reason of Faith or Conscience – Per Mgt Proposal

Article 12 New – Vacation Budget 90% - WSNA Withdraws

Article 12.3 – Vacation Scheduling – MCL

Article 12.4-5 – Vacation Cash Payout – ~~Accept Mgt Proposal 6-15.~~

Article 13 – Rearrange Sections Per Mgt Proposal

Article 13.24 Child Care Emergency – MCL

Article 14.3.5 – Sick Leave – WSNA Responsive Proposal

Appendix II - Clusters – Modify to reflect current units – ~~Discussion~~ Accept Union table proposal

Successorship – Withdraw WSNA Proposal