

# Summary of Changes

**TENTATIVE AGREEMENT REACHED!**

- Across the board wage increases of 6.5% total over three years for most nurses
- Additional targeted wage increases up to 12% over the first two years for most nurses
- Cash payouts for nurses at the top of the pay range
- Beginning 7/1/2020, OSU must implement an acuity-based staffing plan with defined Nurse to Patient ratios; staffing plan must be electronically accessible
- OSU will not create a condition that requires a nurse to violate the Ohio Nurse Practice Act
- As soon as the contract goes in to effect, nurses can refuse mandation when fatigued
  - \* Effective July 2020, reduces mandation limit to 4 hours per four week schedule
  - \* Effective July 2021, no mandation except in cases of emergency, unforeseen situation; still limited to 4 hours per 4 week schedule
  - \* Effective July 2021, in procedural areas, mandation only to complete procedure / resolve a patient crisis, but that is limited to 1x/wk and there is automatic \$25/hr incentive pay
- In the moment incentive remains through the end of the contract & will be offered 72 hrs in advance
- Schedule build will be renegotiated beginning August 2020 and may change after December 2020
- Reduced the internal transfer hold for new hires from 18 months to 12 months
- Expand definition of immediate family for sick leave
- Allow nurses to use vacation or comp time to participate in disaster relief efforts
- Give access to the float differential to all non-Float Pool nurses who float
- Voluntary Time Off offered before cancelling IRP nurses
- Reduce mandatory time off from a maximum of 5 to 3 occurrences; when forced off, staying on call is voluntary
- Cut from 6 days to 5 the # of consecutive days without a day off a nurse can be required to work
- Nurses cannot be displaced from a scheduled shift after the schedule is finalized
- Approved benefit time on a weekend counts as a weekend worked
- Vacation approval or disapproval happens 12 weeks ahead of the schedule being posted (now 8)
- Convene a task force to work on vacation access; limit first round prime time requests to 5 weeks starting 1/1/2021
- Increase experience credit for new hires
- Preceptors must be OSU nurses, not travelers or agency
- Ends extra probation for internship or residency nurses
- Weekend and holiday garage access for nurses from 6 PM Friday to 3 AM Monday
- No discipline for tardiness due to validated shuttle or campus parking incident
- Expired discipline automatically removed from personnel files

**Ratification vote details will be announced as soon as possible.**