**UMPNC/MNA Counterproposal to the University – 12/2/2020**

The Association’s package proposal contains the concepts listed below regarding economic and non-economic proposals.

1. **Personal Protective Equipment:** The employer shall, on a daily basis and at its own expense, provide new respirator masks with N-95 or higher ratings to all bargaining unit employees who provide care to or interact with COVID positive or suspected patients. In the event that, due to an unavoidable widespread shortage, the employer is unable to provide such masks, the Employer shall permit bargaining unit employees to utilize their own masks, provided that the masks provide equal or greater protection.

**Donning and Doffing Procedures**

* 1. All units housing confirmed COVID-19 patients or PUI will utilize donning/doffing monitors, who will assist registered nurses in following safe and proper donning and doffing of PPE.
  2. Each patient care area will have a “clean” table and a “dirty” table, located in safe and appropriate areas, to aid proper doffing of used PPE and donning of new PPE, and to prevent contamination of new PPE.

1. **COVID-19 Testing and Exposure Notification:** The employer shall, at its own expense, provide COVID-19 testing to any bargaining unit employee upon that employee’s request and to all exposed bargaining unit employees. No asymptomatic nurse will experience loss of pay or benefit while results of this voluntary test are pending
2. **COVID-19 Pay:** 
   * 1. *Float Pay for Bargaining Unit Members Who Float to Other Units to Care for COVID-19 Patients*. All who fit the above description will receive time and a half (1.5x) pay for all hours worked away from the home unit/department.
     2. *COVID-19 Pay for Bargaining Unit Members Whose Home Unit/Departments Have a Census Comprised of 25% or More COVID-positive Patients or PUIs*. All who fit the above description will receive time and a half (1.5x) pay for all hours worked away from the home unit/department.
     3. *COVID-19 Pay for Bargaining Unit Members Whose Home Unit/Department is Converted to COVID-19 Unit.* All who fit the above description will receive time and a half (1.5x) pay for all hours worked away from the home unit/department.
     4. *COVID-19 Pay for all Bargaining Unit Members Working in the Emergency Department, Any ICU Department or Providing COVID-19 Testing.* All who fit the above description will receive time and a half (1.5x) pay for all hours worked away from the home unit/department.
     5. *COVID-19 Pay for all Bargaining Unit Members Working in the RICU.* All who fit the above description will receive time and a half (1.5x) pay for all hours worked in the RICU.
3. **COVID-19 Safety Measures**
   1. *Working from Home*. The Employer shall permit and encourage all bargaining unit employees who are able to work from home to do so, until such time as COVID-19 loses WHO pandemic and epidemic status.
   2. *COVID-19 Vaccination.*  Once available, the Employer shall make COVID-19 vaccines available to all bargaining unit employees at no cost to the employee, on a voluntary basis.
4. **Employer’s Implemented COVID-19 MOU Proposal.** This implemented proposal, dated March 3, 2020, will be incorporated into the new agreement and will be fully enforceable through the contractual dispute process, except where language conflicts with current federal, state or local laws, rules, regulations or executive orders or actions.
5. **Wages. 3% ATB, $1500 lump sum at Steps 13 and 14 for those who don’t step.**
6. **PTO –** More flexibility to use incremental PTO.
7. Nurse Practitioner Clinical Ladder will continue.
8. **Changing Circumstances.** This agreement is being entered into during unprecedented times. Should circumstances change in a way that impacts the terms and/or conditions of bargaining unit members’ work, the Employer agrees to bargain over that impact until agreement or impasse.
9. **One year agreement.** Except where modified by the concepts described in items 1-12 above, all articles, provisions and language contained in the current collective bargaining agreement shall be retained in the contract extension agreement.