

University of Chicago Medical Center
Seventh Economic Proposal and Response to NNOC/NNU
Economic Proposals

UCMC reserves the right to supplement and/or correct these proposals at an appropriate time. UCMC notes that NNOC/NNU has not yet presented all of its other proposals, including seniority. UCMC reserves the right to make additional proposals after receiving all of NNOC/NNU's proposals

November 11, 2019: Based on NNOC/NU's last offer to maintain the status quo, UCMC will withdraw the package proposal to change 9.1 and 10.4 re sick leave/vacation/STD increases. If NNOC/NU changes its position and prefers the package, please let us know.

New UCMC Offer of November 7, 2019: UCMC had proposed to increase short term disability insurance provided that nurses first utilize available paid leave time (accrued sick, vacation and personal). UCMC maintains that package offer or in the alternative will withdraw both as a package provided there is agreement to leave both 9.4 and 10.1 unchanged.

November 11, 2019: UCMC withdraws if NNOC/NU continues to oppose package: Modify Section 9.4 as follows to provide for use of vacation and personal time during periods of illness:

Section 9.4 Sick Leave Pay

Working hours lost because of the employee's illness or injury, not otherwise compensable shall be charged against the employee's accrued sick leave. Once such time is exhausted, accrued vacation and personal holiday hours shall be utilized. Such hours shall be compensated at the base straight-time hourly rate until the employee's accrued ~~sick~~ leave is exhausted. ~~Vacation or personal holiday time will be applied to working hours lost due to employee's illness or injury if sick leave is exhausted, unless the employee notifies her supervisor that she does not wish to do so by the Tuesday following the bi-weekly payroll period end date in which the absence occurred. If the employee does so notify the supervisor, and the employee mistakenly is paid and charged an accrued day(s) or portion(s) thereof and the employee notifies the manager, the correction shall be made by the next regular payday and the employee will not have to cancel a scheduled vacation that otherwise would have been affected in the interim.~~ No compensation shall be paid for periods of absence in excess of the sick leave, vacation, or personal holiday time accrued prior to such absence.

Employees unable to report to work shall call in at least two (2) hours before the starting time of their scheduled shift to work. Working time lost by employees who fail to provide timely notice of absence shall be treated as an unexcused absence.

November 11, 2019, UCMC withdraws if NNOC/NU continues to oppose package.
UCMC Offer of August 23, 2019: Provided NNOC/NU agrees to proposed section 9.4, UCMC modifies its position on Section 10.1 (Package Deal)

Section 10.1 Disability Benefits

The Medical Center agrees to provide disability coverage for employees who have completed their probationary period. Following is a general description of the benefits and conditions of this Plan:

A. Any non-probationary employee who is absent from work because of a non-work connected accident or illness will be entitled to short-term benefit payments beginning the fifteenth (15th) day of such absence or at the completion of time covered by accrued sick leave, vacation, and personal holidays, whichever is the longer period. Short-term disability shall be paid at the rate of fifty ~~thirty~~ percent (~~30~~50%) of base salary, to a maximum of twenty-six (26) ~~weeksthirteen (13) weeks~~.

B. Any non-probationary employee enrolled in the long-term disability plan, who is absent from work because of a non-work connected accident or illness for more than twenty-six ~~thirteen~~ (~~26~~13) weeks, will be entitled to long-term benefit payments pursuant to the provisions of the long-term disability plan, but not less than sixty percent (60%) of base salary. (Prior to receiving long-term disability payments, the employee must exhaust all paid time and short-term disability, both of which will be credited toward becoming eligible for long-term disability.)

A full description of the Plan is available upon request from the Human Resources Benefits Office.

NEW UCMC Package Proposal of August 23, 2019; packaged with changes to Section 9.4.

Note: Because of the need for a new open enrollment period to effectuate the change, changes to STD and start of LTD language will be effective following the next scheduled open enrollment (May 2020 for July 1, 2020).

Modify Article 10 as follows, which would apply to both existing represented and newly represented nurses:

ARTICLE 10 BENEFITS

Section 10.1 Disability Benefits – See Proposal Above.

Section 10.2 Benefits

During the term of this Agreement nurses shall remain eligible to participate in the following benefit programs to the same extent that such programs are applicable to all Medical Center's personnel. If during the term of this Agreement, the Medical Center decides to remove or change any of the benefits provided under the plans set forth below, the Medical Center will give NNU notice of the Medical Center's planned design changes as soon as practical and at least fourteen (14) days before notice is provided to nurses of UCMC's intention to implement these changes for nurses (or fourteen (14) days before implementation if sooner). This obligation shall not apply to routine plan administrative changes, but only those that will change a nurse's benefits. If either party requests a meeting within ten (10) days of such notice, parties will meet within fourteen (14) days to bargain about the effects of such changes (but UCMC will not be obligated to bargain over its decision to make the change). The effects-only bargaining provided for under this provision will not delay UCMC's implementation of the changes or the effective date of any changes.

- A. Employee Retirement Income Plan
- B. Group life Insurance Program
- C. Medical Insurance
- D. Dental Insurance
- E. Vision Service Plan (VSP)
- F. Flexible Spending Accounts (medical, dependent care and transportation)
- G. Long Term Disability Plan
- H. Personal Accident Insurance Plan
- I. Tuition Reimbursement Plan (University of Chicago courses for employees and their children)
- J. Employee Assistance Program

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Through June 30, 202015, employee contribution rates for nurses will not change from the rates in effect under the prior contract.

Thereafter, the following premium shares shall be in effect:

EMPLOYEE PREMIUM SHARE (FULL TIME EMPLOYEES)

<u>Plan</u>	<u>Tier</u>	<u>7/1/2019 (FY20) (NO CHANGE)</u>	<u>7/1/2020 (FY 21)</u>	<u>7/1/2021 (FY 22)</u>	<u>7/1/2022 (FY 23)</u>	<u>7/1/23 (FY 24)</u>
<u>UCHP¹</u>	<u>Employee Only</u>	<u>21.0% NC</u>	<u>22.0%</u>	<u>23.0%</u>	<u>23.0% (NC)</u>	<u>23.0% (NC)</u>
	<u>Employee + Spouse</u>	<u>24.8% NC</u>	<u>25.0%</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>
	<u>Employee + Child(ren)</u>	<u>25.0% NC</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>
	<u>Employee + Family</u>	<u>21.0% NC</u>	<u>22.25%</u>	<u>23.5%</u>	<u>24.5%</u>	<u>25.0%</u>
<u>BCBS PPO¹</u>	<u>Employee Only</u>	<u>21.0% NC</u>	<u>22.0%</u>	<u>23.0%</u>	<u>23.0% (NC)</u>	<u>23.0% (NC)</u>
	<u>Employee + Spouse</u>	<u>25.0% NC</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>
	<u>Employee + Child(ren)</u>	<u>25.0% NC</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>	<u>25.0% (NC)</u>
	<u>Employee + Family</u>	<u>21.0% NC</u>	<u>22.25%</u>	<u>23.5%</u>	<u>24.5%</u>	<u>25.0%</u>
<u>Advantage</u>	<u>Employee Only</u>	<u>12.0 NC</u>	<u>13.0%</u>	<u>14.0%</u>	<u>14.5%</u>	<u>14.5% (NC)</u>
	<u>Employee + Spouse</u>	<u>13.0 NC</u>	<u>14.5</u>	<u>16.0%</u>	<u>17.5%</u>	<u>18.5%</u>
	<u>Employee + Child(ren)</u>	<u>13.0% NC</u>	<u>14.5%</u>	<u>16.0%</u>	<u>17.5%</u>	<u>18.5%</u>
	<u>Employee + Family</u>	<u>13.0% NC</u>	<u>14.5%</u>	<u>16.0%</u>	<u>17.5%</u>	<u>18.5%</u>
<u>Standard Plan²</u>	<u>Employee Only</u>	<u>8.5% NC</u>	<u>8.5% NC</u>	<u>8.5% NC</u>	<u>8.5% NC</u>	<u>8.5% NC</u>
	<u>Employee + Spouse</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>
	<u>Employee + Child(ren)</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>
	<u>Employee + Family</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>	<u>10.0% NC</u>

Note: Beginning in the plan year after rates for full-time nurses for any plan reach twenty-three percent (23%) of the total health insurance premium cost for single coverage or twenty-five percent (25%) of the total health insurance premium cost for all other coverages (14.5% individual and 18.5% other coverages for Advantage and 8.5% individual and 10.0% other coverages for Standard Plan), then as to that plan, and for each subsequent plan year, the monthly contribution for full and part-time nurses covered by the plan shall increase by the lesser of the actual increase in the cost of their insurance or ten percent (10%) of the nurse's prior year's cost, whichever is less.

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PART-TIME EMPLOYEES

<u>Plan</u>	<u>Tier</u>	<u>7/1/2019 NC</u>	<u>7/1/2020 (FY 21)</u>	<u>7/1/2021 (FY 22)</u>	<u>7/1/2022 (FY 23)</u>	<u>7/1/2023 (FY24)</u>
UHP	Employee Only	39.2% NC	40.0%	40.0% NC	40.0% NC	40.0% NC
	Employee + Spouse	40.0% NC	40.0% NC	40.0% NC	40.0% NC	40.0% NC
	Employee + Child(ren)	40.0% NC	40.0% NC	40.0% NC	40.0% NC	40.0% NC
	Employee + Family	37.0% NC	38.0%	39.0%	40.0%	40.0% NC
BCBS PPO	Employee Only	40.0% NC	40.0% NC	40.0% NC	40.0% NC	40.0% NC
	Employee + Spouse	40.0% NC	40.0% NC	40.0% NC	40.0% NC	40.0% NC
	Employee + Child(ren)	40.0% NC	40.0% NC	40.0% NC	40.0% NC	40.0% NC
	Employee + Family	37.0% NC	38.0%	39.0%	40.0%	40.0% NC
Advantage	Employee Only	24.0% NC	25.5%	27.0%	28.0%	29.0%
	Employee + Spouse	26.0% NC	29.0%	32.0%	35.0%	37.0%
	Employee + Child(ren)	26.0% NC	29.0%	32.0%	35.0%	37.0%
	Employee + Family	26.0% NC	29.0%	32.0%	35.0%	37.0%
Standard Plan ²	Employee Only	17.0% NC	17.0% NC	17.0% NC	17.0% NC	17.0% NC
	Employee + Spouse	20.0% NC	20.0% NC	20.0% NC	20.0% NC	20.0% NC
	Employee + Child(ren)	20.0% NC	20.0% NC	20.0% NC	20.0% NC	20.0% NC
	Employee + Family	20.0% NC	20.0% NC	20.0% NC	20.0% NC	20.0% NC

Note: For part-time nurses, the same rules as noted above for full time employees shall apply when the nurse's portion of full premium reaches forty percent (40%) (29% individual and 37.0% other coverages for Advantage and 17% individual and 20% other coverages for Standard Plan).

[REMOVE ALL CBA LANGUAGE BEFORE DESCRIPTION OF TIERS PER UCMC'S PRIOR PASSES; REMAINDER OF SECTION 10.2 WOULD READ AS FOLLOWS]

There will be four (4) monthly contribution levels for medical, dental and vision as follows: Employee Only; Employee and Spouse (~~including a or~~ Same Sex Spouse and/or Civil Union Partner)~~Domestic Partner~~; Employee plus Child(ren); and Family.

The Medical Center contributions toward the medical and dental plan coverage are applicable only for employees who are in active pay status, except as provided in Section 9.3 and Section 11.5 of the Agreement.

Health insurance coverage for new employees will begin the first (1st) month following the first thirty (30) days of employment.

Revised UCMC Proposals of August 23, 2019; REVISED MEDICAL CENTER PROPOSAL OF SEPTEMBER 5, 2019; REVISED UCMC PROPOSAL OF SEPTEMBER 6, 2019; Revised UCMC Proposal of November 7, 2019.

Modify Article 12 to read as follows, which would apply to both existing represented and newly represented nurses (note for ease of reading, percentages are not entered in redline):

ARTICLE 12 COMPENSATION – NOTE: UCMC remains open to continuing to discuss the amount of the general wage increase if further progress is made on other economic proposals, including the sunseting of incentive pay for nurses hired after the date of ratification of the 2019 Agreement.

Section 12.1(a) Salaries

- A. Effective on the first day of the first full payroll that begins immediately following ratification, all rates in the attached Schedule pay rate charts will be increased by one and ~~three quarters one-half~~ percent (~~1.75%+1.5%~~), for all hours worked.
- B. Effective on the first day of the first full payroll period that begins immediately on or after the first anniversary of ratification (Year 2), all rates in the attached Schedule pay rate charts will be increased by an additional one and ~~three-quartersone-half~~ percent (~~1.75+1.5%~~), for all hours worked.
- C. Effective on the first day of the first full payroll period that begins immediately on or after the second anniversary of ratification (Year 3), all rates in the attached Schedule pay rate charts will be increased by an additional one and ~~three-quartersone-half~~ percent (~~1.75+1.5%~~), for all hours worked.
- D. Effective on the first day of the first payroll that begins immediately on or after the third anniversary of ratification (Year 4), all rates in the attached Schedule pay rate charts will be increased by ~~two one and one-half~~ percent (~~2.0+1.5%~~), for all hours worked.
- E. The wage schedules attached as Schedule A shall be updated to reflect these changes.
- ~~F. Nurses in newly represented positions (other than IHR) not previously covered by this Agreement as of April 1, 2019, shall be eligible to receive the same one and three quarters one-half percent (1.75%)one and a half percent (1.5%) to two percent (2.0%) annual increases to their base hourly wage/salary as set forth above but shall not be covered by the wage charts attached to this Agreement or by the provisions of this Agreement describing differentials, incentives, overtime, and other pay terms except where expressly agreed in writing that expressly refers to this group or portion thereof.~~

The In-House Registry (IHR) hourly rate of pay for nurses in positions covered by this Agreement as of April 1, 2019, will be forty-six dollars ~~(\$48.00 (\$46.00\$42.00))~~ nurses effective the first full pay period on or after ratification April 1, 2010. Any nurse currently in an IHR position and currently at a higher rate of pay as of the date of ratification of the 2019 CBA will not have their pay reduced by virtue of this Agreement.

New Section 12.1(b) Employees Joining the Bargaining Unit in October 2018

Effective with the first payroll period that begins on or after the ratification of this Agreement:

A. All nurses in newly represented positions first covered by this CBA as of the ratification of the 2019 Agreement will receive evening, night shift, weekend, on call, charge, and other differentials on the same basis and to the same extent as other hourly or salaried represented nurses respectively, including those receiving higher or lower rates in lieu of the amounts they received prior to that date. These will replace all other forms of compensation they may have received other than base wages including bonuses, incentives, career ladders.

B. Special Procedures and Special Procedures Acute Dialysis:

1. Nurses in the position of special procedures and special procedures - acute dialysis (excluding IHR) shall move to the Staff/OR scale (excluding incentive).
2. When being placed on the scale for the first time at the start of the first payroll period immediately after ratification, nurses then in these roles shall be placed at the step (including the wage increase that takes effect that same day) that is immediately higher than the nurse's wage rate on the day before that increase takes place. The nurse shall be deemed to have received step movement on that date, and all future moves shall occur after the additional time set forth for movement to the next step in the scale (for example, a nurse at step 5 will wait 12 months from that date before moving to step 6). A nurse who is above the appropriate step wage for his or her position based on RN experience after this movement, including credit for work in non-UCMC positions up to ten full calendar years (11 steps), shall remain at that step until her or his experience would allow a movement. For example, a nurse with 4.5 years' experience as an RN who is placed at step 7 as a result of this movement after ratification will not move again until she has 72 total months of RN experience and moves to step 8.
3. On or after the payroll date following on or after the first, second and third anniversaries of ratification, nurses in special procedures and special procedures - acute dialysis will receive the same general wage increases as nurses set forth in Section 12.1(a). Any nurses whose rate on the date of the

increase equals or exceeds that rate shall receive a lump sum email to the base rate increase for other nurses as set forth in Section 12.1(a) multiplied by the nurse's wage rate and FTE commitment.

C. Other Newly Represent Nurses Added to the Agreement in 2019:

1. Nurses in the following classifications shall be assigned to Newly Represented Scale A: Care Coordinator, Case Management Team Lead, Case Manager, Organ Procurement Nurse, Senior Care Coordinator, Transplant Nurse, and Utilization Review Nurse and shall be paid in the first year as provided in the attached scale and transitioned onto that scale as provided below.
2. Nurses in the following classifications shall be assigned to Newly Represented Scale B and shall be paid in the first year as provided in the attached scale and transitioned onto that scale as provided below: Clinic Nurse I, Clinic Nurse II, Lactation Consultant, Nurse Associate, Nurse Associate - Parenteral Nutrition Management, Physician Resource Nurse, and Physician Resource Nurse - Parenteral Nutrition Management.
3. Effective on the first day of the first full payroll period that begins on or after the anniversaries that fall one, two, and three years following ratification, nurses in these roles shall receive the same wage increases as provided in Section 12.1(b). Any nurses whose rate on the date of the increase equals or exceeds that rate shall receive a lump sum email to the base rate increase for other nurses as set forth in Section 12.1(a) multiplied by the nurse's wage rate and FTE commitment.
4. Nurses in a salaried role shall continue to be paid on a salary basis. Their salary shall be determined by multiplying the wage rates in the chart by their FTE commitment.

Proposed Non-special Procedures Grid OPTIONS																	
Years		0	1	2	3	4	5	6	7.5	8.5	10	12	14	16	18	20	22
Months	x	Start	12	24	36	48	60	72	90	102	120	144	168	192	216	240	264
Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
BSN Newly Represented A		34.18	35.33	36.81	38.22	39.60	41.20	42.80	44.40	46.00	47.40	49.00	50.60	52.00	53.60	55.30	58.00
BSN Newly Represented B		33.50	34.75	36.00	37.25	38.50	39.75	41.00	42.25	43.50	44.75	46.00	47.25	48.50	49.75	51.00	53.00
MSN Newly Represented A		35.33	36.81	38.22	39.60	41.20	42.80	44.40	46.00	47.40	49.00	50.60	52.00	53.60	55.30	58.00	60.90
MSN Newly Represented B		34.75	36.00	37.25	38.50	39.75	41.00	42.25	43.50	44.75	46.00	47.25	48.50	49.75	51.00	53.00	55.65

REVISED UCMC OFFER OF ~~November 7, 2019;~~ SEPTEMBER 6, 2019; (correction made to F September 30, 2019): UCMC is open to continuing to discuss wages as further progress is made on other economic proposals.

NEW UCMC OFFER OF NOVEMBER 11, 2019: Modify Article 12.2 as follows, to provide for all current UCMC nurses on the payroll as of the date of ratification of the 2019 CBA to retain incentive, including increases to incentive from step and pay increases. (newly represented nurses and other nurses not currently eligible for step would remain ineligible for incentive pay):

Section 12.2 Incentive Compensation

A. Nurses Hired on or Prior to [INSERT DATE OF RATIFICATION]

For nurses hired and working continuously in positions covered by the prior NNOC/NNU collective bargaining agreement as of the date of the last payroll period that falls immediately prior to ratification of the 2019 Agreement and eligible for incentive pay as of that date, the following incentive pay provisions shall apply so long as they remain in an incentive eligible position (including transfer from one incentive eligible position to another incentive eligible position).

For the purposes of this section, the rate of pay for the first twenty four (24) straight time hours worked in a payroll week will be referred to as the “normal base rate”.

In any payroll week, a staff nurse works twenty-four (24) straight time hours, the next sixteen (16) straight time hours worked in that payroll will be paid an additional twenty percent (20%) above the “normal base rate” and the additional pay thus calculated will be referred to as “incentive compensation”. Vacation and holiday hours taken and paid will be regarded as hours worked for purposes of qualifying and receiving the “incentive compensation”. All other hours paid but not worked will be paid at the “normal base rate” and will not count toward qualifying or receiving the “incentive compensation”.

Additionally, hours worked on a regular holiday will qualify toward receiving the “incentive compensation”.

The “incentive compensation” is a calculation based on multiplying 0.20 times the “normal base rate” times the number of hours worked in a workweek beyond twenty four (24).

For example the calculation would be as follows for a 1.0 FTE employee making \$40.00 per hour: $0.20 \times \$40 \times 16 \text{ hours} = \128.00 “incentive compensation”.

To determine your incentive overtime rate see Section 4.4.

B. Nurses Hired after [Insert Date of Ratification]

Incentive compensation will apply only to Registered Nurses working in the classification of Staff Nurse, and Operating Room Nurse as of the last day of the payroll period that fell immediately prior to the date of ratification of the 2019 Agreement and were eligible for incentive pay as of that date. Incentive pay will not be paid to nurses hired or transferred into an

incentive eligible position after that date for any reason. Nurses presently eligible to receive incentive pay who voluntarily transfer and/or are promoted into a position not covered by incentive compensation will not be eligible for incentive pay if they later return to a “grandfathered” incentive pay position for any reason.

Nurses hired into EP/GI Procedures positions on or after the date of ratification of the 2019 Agreement shall be placed onto the Staff/OR wage scale.

~~New UCMC Offer of November 7, 2019~~ **New UCMC Offer of November 11, 2019.**

UCMC RESPONSE TO NURSE WEEKEND DIFFERENTIAL PROPOSAL, Section 12.7

Provided that NNOC withdraws its demand to increase the weekend differential from current rates, UCMC agrees to the following language change to Section 12.7:

Salaried nurses working in case management, care coordination, and Utilization Review shall when they work on weekends (Saturday and Sunday) receive an equal amount of compensatory time off on the weekdays (Monday through Friday).

UCMC offer of September 16; reconfirmed as part of economic offer on September 30, 2019

**UCMC RESPONSE TO SECTION 12.5(H) – Grandfather of Acute Dialysis shift premium
– addressed in Article 12. No grandfather in light of scale offer.**

UCMC RESPONSE TO UNION REQUEST RE SECTION 12.7 NURSE WEEKEND PAY PLAN

UCMC agrees to add the following language to Section 12.7: “Salaried nurses working in case management, care coordination, and Utilization Review shall when they work on the weekends (Saturday and Sunday) receive an equal amount of compensatory time off on the weekdays (Monday through Friday).”

UCMC Response of September 16, 2019; Added to Economic Package September 30, 2019;
(November 7, 2019: Note, this is in lieu of weekend differential for salaried nurses)

UCMC RESPONSE TO UNION DEMAND RE SICK LEAVE CASH OUT (ARTICLE 9)

UCMC rejects the Union's request.

September 30, 2019 (UCMC reaffirms position previously given in written economic offers; applies to both existing and newly represented nurses)

Modify Section 16.2 as follows, which would apply to existing and newly represented nurses:

Section 16.2 Tuition Reimbursement

To encourage the self-development of nurses in ways of value to the Nursing Department, the Medical Center will reimburse a nurse for the tuition fee paid for an approved course of education or training given by an accredited institution, taken for credit and successfully completed by the nurse. Registered Nurses shall be eligible for tuition reimbursement on a basis as follows:

- A. All full-time nurses who have completed their probationary period shall be eligible for one hundred percent (100%) reimbursement of tuition fees paid for the B.S.N. and M.S.N., subject to the conditions set forth in this Section.
- B. All full time nurses who have completed their probationary period shall be eligible for seventy five percent (75%) reimbursement of tuition fees paid for the Ph.D./Doctorate in Nursing (DNP), subject to the conditions set forth in this Section.
- C. All part time nurses who have completed their probationary period shall be eligible for fifty percent (50%) reimbursement of tuition fees paid for the B.S.N., M.S.N. and Ph.D./Doctorate in Nursing (DNP), subject to the conditions of this Section.
- D. The nurse must be matriculated or be an acceptable candidate for matriculation in an NLNAC or CCNE approved program leading to a Baccalaureate or Master's degree in Nursing or to a Doctorate in Nursing or a related area. The nurse will submit:
 1. A statement from an NLNAC or CCNE approved program that s/he has been accepted for matriculation or;
 2. A statement, such as the curriculum design, from an NLNAC or CCNE approved program in which s/he intends to get a degree showing that the course is a prerequisite for nursing and required for completion of the program.
- E. UCMC may move to a preferred network of schools. When providing this benefit, the Medical Center may designate (and periodically change) a preferred list of educational institutions and/or networks of such institutions offering these degrees to support nurses' educational development. Nurses who elect to attend a school outside of the preferred list designated by the Medical Center after the announcement date may still attend that school but will have the cost of their annual tuition benefit capped at \$4,000 annually. A current nurse at the Medical Center who is presently eligible for tuition reimbursement and enrolled in an institution outside of the network at the time a network school is announced and/or changed will be permitted to continue taking courses at that institution

and receive full reimbursement as provided above in full without regard to these dollar limits until the degree for which the nurse is currently enrolled is completed.

Nurses paying a portion of the cost of education at a school on the preferred list shall share in the savings based on the actual cost that UCMC pays.

Before a preferred list of schools is finalized or modified, UCMC will provide the Union sixty (60) day's notice. During that sixty (60) day period, UCMC will meet to discuss the list of preferred schools with the Union. If at the end of that period agreement is not reached as to the schools to be included, UCMC may proceed. If the Union believes that the list of available degrees and schools selected does not provide nurses access to a reasonable range of nursing degrees and a reasonable list of schools offering those degrees, the Union may grieve and if necessary arbitrate the reasonableness of the list of schools adopted.

August 23, 2019: Modified Offer of November 7, 2019

UCMC RESPONSE TO UNION PROPOSAL RE SECTION 17.12 (PRECEPTOR PAY):
PROPOSE TA

UCMC agrees to add the following language to the existing CBA language:

“NICU nurses precepting externs (but not those having nursing students shadow them) shall receive preceptor pay.”

UCMC Offer of September 16, 2019; confirming language added to Economic Offer Package on September 30, 2019

Remaining Proposals and Expiration

This offer includes all tentative agreements signed by both parties. All other NNOC/NNU economic proposals are rejected.

The Agreement will expire four (4) years from the date of ratification, and Article 21 shall be updated to reflect this date.