

2017 ONA/CVH Tentative Agreement - Appendix A - RN Wage Rates

RN STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25
<i>Current Wages</i>	31.37	31.78	32.57	33.38	34.23	36.00	36.88		38.01		39.91			41.82			43.31			43.44	45.64
New Scale (retroactive to June 30, 2017)	32.80	33.79	34.80	35.85	36.92	38.02	39.17	40.35	41.56	42.80	43.66	44.53	45.42	46.33	47.26	48.20	49.17			50.14	51.15

July 1, 2018, to June 30, 2019

RN STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25
1% increase	33.13	34.13	35.15	36.21	37.29	38.40	39.56	40.75	41.98	43.23	44.10	44.98	45.87	46.79	47.73	48.68	49.66	0.00	0.00	50.64	51.66
Additional 1% if quality measures met by June 30, 2018	33.46	34.47	35.50	36.57	37.66	38.79	39.96	41.16	42.40	43.66	44.54	45.43	46.33	47.26	48.21	49.17	50.16	0.00	0.00	51.15	52.18
0.05% increase if overall satisfaction score increased from 35 to 62	33.63	34.64	35.68	36.75	37.85	38.98	40.16	41.37	42.61	43.88	44.76	45.65	46.57	47.50	48.45	49.42	50.41	0.00	0.00	51.40	52.44
Additional 0.05% increase if overall satisfaction score increased to 80	33.80	34.82	35.86	36.94	38.04	39.17	40.36	41.57	42.82	44.10	44.99	45.88	46.80	47.74	48.69	49.66	50.66	0.00	0.00	51.66	52.70

July 1, 2019, to June 30, 2020

RN STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25
2% increase	33.79	34.81	35.85	36.93	38.03	39.17	40.35	41.57	42.82	44.09	44.98	45.87	46.79	47.73	48.69	49.66	50.65	0.00	0.00	51.65	52.69
Additional 1% if quality measures as outlined are met by June 30, 2019	34.13	35.16	36.21	37.30	38.42	39.56	40.76	41.99	43.24	44.53	45.43	46.33	47.26	48.21	49.18	50.15	51.16	0.00	0.00	52.17	53.22
Additional 1% if satisfaction score increased to 90	34.47	35.51	36.57	37.68	38.80	39.96	41.17	42.41	43.68	44.98	45.88	46.80	47.73	48.69	49.67	50.66	51.68	0.00	0.00	52.70	53.76

2017 ONA/CVH Tentative Agreement - Appendix A - LPN Wage Rates

LPN STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25
<i>Current Wages</i>	24.38	24.95	25.54	26.16	26.78	27.41	28.08	28.91	29.61	30.34	31.09	31.87	32.67	33.49	34.33						
CVH proposal for 2018-2019	24.38	24.95	25.54	26.16	26.78	27.41	28.08	28.91	29.61	30.34	31.09	31.87	32.67	33.49	34.33						
Additional 1% if quality measures as outlined are met by June 30, 2018	24.62	25.19	25.79	26.42	27.04	27.68	28.36	29.19	29.90	30.64	31.40	32.18	32.99	33.82	34.67						
Additional 0.5% if satisfaction increased from 35 to 62	24.74	25.32	25.92	26.55	27.18	27.82	28.50	29.34	30.05	30.79	31.56	32.34	33.15	33.99	34.84						
Additional 1% if satisfaction increased to 80	24.86	25.44	26.04	26.68	27.31	27.95	28.64	29.48	30.19	30.94	31.71	32.50	33.31	34.15	35.01						

LPN STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	25
CVH proposal for 2019-2020 2% increase	25.10	25.69	26.30	26.94	27.58	28.22	28.92	29.77	30.49	31.24	32.02	32.82	33.64	34.49	35.36						
Additional 1% if quality measures as outlined are met by June 30, 2019	25.35	25.94	26.56	27.20	27.85	28.50	29.20	30.06	30.79	31.55	32.34	33.14	33.97	34.83	35.71						
Additional 1% if satisfaction increased to 90	25.60	26.19	26.82	27.47	28.12	28.78	29.49	30.36	31.09	31.86	32.66	33.47	34.30	35.17	36.06						