

The Power of Unionizing

An information packet comparing the
PAY & BENEFITS of UNIONIZED OSU
versus NCH

Should YOU be earning & getting more?

Side by side comparison allowing YOU to decide
which is better using screenshots directly from
their websites and mailers.

Created by fellow bedside nurse Phil Streza RN BSN

Supported in solidarity by fellow nurses:

Disclaimers

Apples-to-Apples comparison

Authors Comment: I genuinely tried to be as impartial, equal, and fair as I could be on the given topics. I could have portrayed OSU in a better light by having the cheaper shuttled parking lot instead of what I did which was garaged parking for both because I wanted to give an “apples-to-apples” comparison. Similarly, I could have made NCH look worse by omitting the required opt-in retirement match of 1.5%. There are other examples I could give but I’m sure you get the point. Instead, I am trying to show what an “average” or “normal” nurse might experience at the two hospitals from my experience and trying to provide transparency to reduce information asymmetry between employers/employees. I would like to also point out that some of the benefits mentioned in this document are NOT due to the efforts of the OSU nurses’ union but regardless shows the difference in compensation. This document is to help promote unionization; but I’ve tried my best to remove my bias and make an “apples-to-apples” comparison.

Legal Disclaimers (for all the lawyers out there)

Author’s Comment: Although I do have an economics minor, I am not a licensed tax professional, financial advisor, insurance broker, lawyer, HR representative, or in any licensed profession qualified to give advice on many of the topics in this document. None of this should be considered professional financial, legal, tax, or any other form of advice. Rather, I am a registered nurse/employee interpreting the policies/compensation packages as an individual employee and would encourage you the reader to do your own research and interpret the data as you see fit. That being said, the vast majority of the information in this packet was obtained from policies, flyers, mailers, websites, or contracts from the respective entities. Any inaccuracies, miscalculations, or misrepresentations are accidental and will be corrected if brought to my attention. The opinions in this document are my own and do not necessarily represent my employer.

Summary of this Packet

- Osu Union Nurses that are **new grads earn 15% more** after differentials, social security taxes/costs/retirement benefits/PTO.
- Osu Union Nurses with 7 years, certified, float, with clinical ladder promotions (merit-based projects) **earn 35% more** after differentials, social security taxes/costs/retirement benefits/PTO.
- OSU Union Nurses have an average **guaranteed minimum raise** in 2026 of **4.71%** and **4.50%** in 2027.
- OSU's **medical insurance is cheaper** annually and savings can be up to **\$1,884 for an individual and \$4,765 for a family.**
 - OSU Union Nurses receive **more PTO** on average.
- OSU Union Nurses have **11 paid holidays where they can receive up to 12 hours per holiday applied to their paycheck without having to work those hours (132 hours total).**
- OSU Union Nurses receive a **14% retirement benefit** whereas NCH receive 6.5%
- OSU Union Nurses **tuition benefits are up to \$28,920** annually whereas NCH is \$4,000 plus scholarships.
- OSU Union Nurses receive **6 weeks of Parental Leave at 100%** with short term disability benefits whereas NCH receive 4 weeks at 70% with short term disability benefits.
- OSU Union Nurses receive up to **\$10,000 in adoption assistance** whereas NCH offers \$3,000 per child up to a \$6,000 lifetime per employee.
- OSU Union Nurses receive **bereavement up to 2 weeks** for "Immediate Family" members including the employee's **parents** and **1 week for grandparents/in-laws** whereas NCH offers 24 hours for employee's parents.
- OSU Union Nurses can receive up to \$8,000 in home down payment assistance whereas NCH offers up to \$3,000.

The QR code sends you directly to the OSU nursing union contract and is NOT LEGALLY BINDING. If you would rather google the contract yourself, go to www.OSUNO.com. Under the resources tab, click 2025-2028 contract if you want to reference.



10 Years of Experience, Certified, Float Pool, With Committees Activities

Author created this chart using information from their respective employers

NCH PTO schedule	
Years with NCH	Hours
0-1	165.6
2-3	180
4-10	216
11+	252

NCH Floor Nurse		7A-7P 36 hrs/week Inpatient RN		OSU Floor Nurse	
\$/hr	Hours/Year			Hours/Year	\$/hr
\$43.78	1872	\$81,956.16	Base Pay (Red Schedule)	1872	\$40.59
\$4.40	624	\$2,745.60	Weekend Shift Diff	624	\$5.00
\$4.40	624	\$2,745.60	Evening Shift Diff	624	\$5.00
\$43.78	216.00	\$9,456.48	PTO (Blue Schedules)	266.04	\$40.59
\$43.78	0	\$0.00	Holiday Hours (extra PTO)	132	\$40.59
\$0.00	0	\$0.00	Clinical Ladder Rung 1 (4%)	1872	\$1.62
\$0.00	0	\$0.00	Clinical Ladder Rung 2 (6%)	1872	\$2.44
\$0.50	1872	\$936.00	Certification	1872	\$1.42
\$1.50	0	\$0.00	Charge Pay	0	\$5.00
\$0.00	1872	\$0.00	Float Pay	1872	\$3.50
\$0.00	288	\$0.00	Preceptor Pay	288	\$2.00
\$0.00	1872	\$0.00	Have a Master's degree?	1872	\$1.00
\$0.00	1872	\$0.00	Annual Bonus (5 year average)	1872	\$1.00
		\$97,839.84	Comp before Taxes/Retirement		
			Social Security Taxes (6.2%)		
			Retirement Benefits		
			Parking		
			HRA(NCH) LSA(OSU)		
			Uniform Stipend		
			Union Dues		
			Total Comp after Tax & Retirement		
			Social Security Benefit Eligible?		
			Difference:		
			OSU Union Nurses get paid this much more ^^^		

NCH	Guaranteed Minimum Raise	OSU
0.00%	2026	6.09%
0.00%	2027	5.06%

OSU PTO schedule	
Years with OSU	Hours
0-3	194.04
3.1-10	215.64
10.1-24	266.04
24.1+	287.64

Guaranteed Minimum Raises at OSU

OSU Union Nurse Minimum Guaranteed Raise with no merit required

How many years do you currently have?

Your line is the minimum guaranteed raise an OSU union nurse will receive
(Assuming BSN non-float inpatient nurse)

Author created this chart using information from their respective employers

Currently: New Grad	Raise from 2025 to 2026 2026 Increase	Raise from 2026 to 2027 2027 Increase
1	4.56%	4.56%
2	4.01%	5.08%
3	4.05%	5.56%
4	3.97%	6.11%
5	4.03%	6.09%
6	4.03%	6.10%
7	4.03%	6.11%
8	4.56%	6.09%
9	5.05%	6.11%
10	5.58%	5.57%
11	6.09%	5.06%
12	6.09%	4.64%
13	6.12%	4.12%
14	6.10%	3.62%
15	6.10%	3.11%
16	5.70%	3.01%
17	5.16%	3%
18	4.66%	3.01%
19	4.13%	3%
20	3.62%	3%
21	3.01%	3%
Average	4.71%	4.50%

Staff members can also get Merit style raises known as Clinnical Ladder
The first pay raise of Clinnical Ladder is 4%.
The second pay raise of clinnical ladder is an additional 6%.
So, on top of the gaurenteed minimum raise, Clinnical Ladder
can raise a nurse's pay by 10%.

Authors comments: Clinical Ladder is a status that carries over year over year with maintenance. However, you cannot get more than the 2 clinical ladder promotions (10% total raise). Once you have that status, you cannot repeat that status and get another 10% raise. But the original 10% does carry from year to year.

Author's Comment: This information was calculated from the pay matrix at the end of the Ohio State University Nursing Organization union's contract. The QR code sends you directly to the contract and is NOT LEGALLY BINDING. If you would rather google the contract yourself, go to www.OSUNO.com. Under the resources tab, click 2025-2028 contract.



OSU versus NCH Retirement Benefits

OSU

Contributions	
Contribution Source	Traditional Pension Plan
Employee	10%
Employer	14%

NCH

Nationwide Children's Hospital will match the contribution you make to the TSA plan by contributing an amount equal to half of the first 3% of pay you save. For every dollar you elect to save, NCH will match that amount with an additional 50 cents, up to a maximum contribution of 1.5% of your salary.

Nationwide Children's Hospital will make contributions on behalf of qualifying employees based on their annual salary and years of service. The hospital contributes 4% of your annual salary to the Defined Contribution Pension Plan for the first 5 vested service years. After 5 vested service years, the hospital contribution increases to 5% of your annual salary.

Author's Comment

OSU's contribution is 14% where NCH at best is 6.5% (5%+ 1.5%). Meaning there is a 7.5% retirement benefit difference. OSU employees do not earn social security benefits.

Osu Medical Plan Rates

2026 Biweekly Medical Rates, Salary \$50,000 – \$99,999

Coverage	Prime Care Advantage Prime Care Connect Out-of-Area	Prime Care Choice
Employee Only	\$51.92	\$39.38
Employee + Spouse	\$137.54	\$111.22
Employee + Child(ren)	\$104.17	\$80.99
Family	\$200.55	\$161.38

2026 Biweekly Medical Rates, Salary \$100,000 – \$149,999

Coverage	Prime Care Advantage Prime Care Connect Out-of-Area	Prime Care Choice
Employee Only	\$63.18	\$50.64
Employee + Spouse	\$155.48	\$129.16
Employee + Child(ren)	\$123.72	\$100.54
Family	\$228.49	\$189.32

✓ Faculty/Staff (Regular/Term/Seasonal, FTE 50-74%)

2026 Biweekly Medical Rates

Coverage	Prime Care Advantage Prime Care Connect Out-of-Area	Prime Care Choice
Employee Only	\$175.14	\$162.60
Employee + Spouse	\$364.65	\$338.33
Employee + Child(ren)	\$315.79	\$292.61
Family	\$534.24	\$495.07

Ohio State is committed to helping you make the most of your benefits and learn ways to keep your coverage as affordable as possible. Rising health care costs can be challenging, which is why we provide education, tools and programs to support you.

Reduce Your Medical Contribution Cost

By taking part in *Your Plan for Health (YP4H)*, you can earn a credit to reduce the amount taken from your pay for medical coverage. To receive a \$300 credit in 2026, be sure to complete the following two steps by Dec. 31, 2025.

- Complete the Personal Health and Well-Being Assessment (PHA)
- Complete a biometric health screening

Earn an extra \$180 credit when your enrolled spouse also completes these steps by Dec. 31, 2025.

NCH Medical Plan Rates

2026 Medical Plan Premiums

.8 – 1.0 FTE	Health Reimbursement Account (With Completion of Wellness Activities)	Health Savings Account (With Completion of Wellness Activities)
Employee Coverage	\$61.23	\$42.96
Employee + Spouse Coverage	\$138.51	\$105.20
Employee + Child(ren) Coverage	\$120.69	\$94.33
Family Coverage	\$156.60	\$118.81
.4 – .799 FTE		
Employee Coverage	\$126.61	\$89.21
Employee + Spouse Coverage	\$285.21	\$217.62
Employee + Child(ren) Coverage	\$247.31	\$194.21
Family Coverage	\$321.10	\$243.46

Rates do not include the \$100 Spousal Surcharge or \$85 Tobacco Surcharge.



You can save money on your medical plan premium by completing wellness activities throughout the year. If you choose not to complete the wellness activities, you will see a \$35 wellness surcharge on your paycheck in addition to the rates above. Refer to pages 13 and 14 for details about the Wellness Incentive.

Spousal Surcharge

The **Spousal Surcharge is \$100.00 per pay**. The surcharge will apply when an employee chooses to keep a spouse on the Nationwide Children's medical plan when the spouse is employed and eligible for medical coverage through their own employer or when the spouse is eligible for Medicare. The surcharge will apply regardless of the cost for coverage or type of coverage that is offered to your spouse by their employer. The surcharge of \$100.00 per pay period will apply unless you do not have a spouse or your spouse meets one of the following conditions:

- Is not eligible for coverage through their employer
- Is not employed
- Is self-employed with no access to coverage as a result of the business
- Is also a Nationwide Children's employee covered under your health care plan

Tobacco Surcharge

The **Tobacco Surcharge is \$85.00 per pay**. It will be applied to your paycheck unless you and your covered spouse submit a negative cotinine (nicotine) result or proof of completion of an approved Tobacco Cessation Program to Employee Wellness.

OSU Medical Plan Benefits

2026 MEDICAL COMPARISON CHART

PROVISIONS	Prime Care Advantage ¹		Prime Care Choice ¹			Prime Care Connect ³		
	Premier Network	Standard Network	Premier Network	Standard Network	Out of-Network ²	Premier Network	Standard Network	
Annual Deductible	Individual: \$550 Family: \$1,100		Individual: \$975 Family: \$1,950		Individual: \$1,900 Family: \$3,800	Individual: \$150 Family: \$300		
Annual Out-of-Pocket Maximum (including deductible)	Individual: \$3,000 Family: \$6,000		Individual: \$4,350 Family: \$8,700		Individual: \$7,500 Family: \$15,000	Individual: \$1,500 Family: \$3,000		
Coinsurance	Plan pays 80% for most services after deductible	Plan pays 70% for most services after deductible	Plan pays 80% for most services after deductible	Plan pays 70% for most services after deductible	Plan pays 60% for most services after deductible	Plan pays 85% for most services after deductible	Plan pays 75% for most services after deductible	
Preventive Care	Plan pays 100%		Plan pays 100%		Plan pays 60% after deductible	Plan pays 100%		
OFFICE VISITS	Primary Care Provider (PCP)⁵ Chiropractic, Occupational Therapy and Physical Therapy	Plan pays 100% no deductible	Plan pays 70% after deductible	Plan pays 100% no deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	Plan pays 100% no deductible	You pay \$20 copay
	Behavioral Health Provider	Plan pays 80% no deductible		Plan pays 80% after deductible		Plan pays 60% after deductible	Plan pays 100%	
	Specialist	Plan pays 80% no deductible	Plan pays 70% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	You pay \$20 copay	You pay \$30 copay
	Other Practitioners⁶	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	You pay \$20 copay	You pay \$30 copay
IMMEDIATE CARE	Convenient Care Clinic	Plan pays 100%		Plan pays 100%		Plan pays 60% after deductible	Plan pays 100%	
	Urgent Center	Plan pays 80% no deductible		Plan pays 80% after deductible		Plan pays 60% after deductible	You pay \$35 copay	
	Emergency Care	Plan pays 80% after deductible		Plan pays 80% after deductible		You pay \$100 copay		
Inpatient Hospital	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	You pay \$200 copay ⁷	You pay \$300 copay ⁷	
Outpatient Surgery and Procedures	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	You pay \$100 copay ⁷	You pay \$150 copay ⁷	
Outpatient Lab and X-ray	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 60% after deductible	Plan pays 85% no deductible	Plan pays 75% no deductible	

\$ Lifestyle Spending Account

To support health and well-being, Ohio State offers eligible employees the option of using a Lifestyle Spending Account (LSA) to reimburse personal expenses related to health, fitness, family, emotional and social wellness.

The LSA can help you improve overall health by customizing your benefits.

The LSA reimburses you up to \$125 quarterly (a total of \$500 per year) for an eligible service or expense. No enrollment is needed to participate. This benefit is part of Ohio State's commitment to wellness.

NCH Medical Plan

2026 Medical Plan Options—At a Glance

Benefit Component	Health Reimbursement Account (HRA)		Health Savings Account (HSA)	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual NCH Fund Fund Availability	Single: \$500 Family: \$1,000 Deposited Immediately		Single: \$700 Family: \$1,400 Deposited in 2 semi-annual installments	
Maximum Fund Rollover <i>(remaining funds will roll over each year)</i>	3x annual fund, as long as employed or on COBRA		No limit, employee owned before and after separation	
HSA/FSA Contribution Limits <i>(Pre-Tax)</i>	Regular FSA applies; \$3,400 max per year		Limited FSA available; \$3,400 max HSA max contribution varies - \$4,400 single and \$8,750 family	
Annual Deductible	Single: \$2,000 Family: \$4,000		Single: \$1,700 Family: \$3,400	
Annual Out-of-Pocket Maximum	Single: \$5,350 Family: \$10,700	None	Single: \$5,000 Family: \$10,000	None
Prescription Deductible	None		Subject to medical plan deductible	
Prescription Out-of-Pocket Maximum	Single: \$3,200 Family: \$6,400	None	Subject to medical plan out-of-pocket maximum	None
Preventive Care	Plan pays 100%	Plan pays 50% after deductible	Plan pays 100%	Plan pays 50% after deductible
Physician Office Visit and Specialist Visit	*Plan pays 75% after deductible	Plan pays 50% after deductible	*Plan pays 80% after deductible	Plan pays 50% after deductible
Inpatient Hospital Admission and Outpatient Surgery Facility	*Plan pays 75% after deductible	Plan pays 50% after deductible	*Plan pays 80% after deductible	Plan pays 50% after deductible
Emergency Room Urgent Care Lab and X-ray Home Health Care	*Plan pays 75% after deductible	Plan pays 50% after deductible	*Plan pays 80% after deductible	Plan pays 50% after deductible
Outpatient Treatment of Mental Disorders	*Plan pays 75% after deductible	Plan pays 50% after deductible	*Plan pays 80% after deductible	Plan pays 50% after deductible
Therapy Services <i>(60 combined annual visits including speech, physical and occupational therapy)</i>	*Plan pays 75% after deductible	Plan pays 50% after deductible	*Plan pays 80% after deductible	Plan pays 50% after deductible

* The HSA plan pays 90% for services performed at Nationwide Children's after meeting the deductible. The deductible in each plan applies toward the out-of-pocket maximum.

*The HRA plan pays 90% for services performed at Nationwide Children's without meeting the deductible.

**Family levels of coverage have an embedded single out-of-pocket maximum.

This summary is intended to be a high-level overview. Please refer to the HRA and HSA plan documents for further details.

Actual Monthly Premiums w/ Surcharges & Credits

(Assuming Nurse is earning less than \$100k/year)

OSU

	Per pay period Advantage	Choice	Monthly Advantage	Choice
Single	\$51.92	\$39.38	\$103.84	\$78.76
Family	\$200.55	\$161.38	\$401.10	\$322.76

Monthly Health Initiative Credits to reduce monthly costs

Single	\$25.00
Family	\$15.00 Added to the \$25 for a total of \$40

OSU's True Monthly Cost (assuming party completes Wellness/Health Initiative Activities)

	Advantage	Choice
Single	\$78.84	\$53.76
Family	\$361.10	\$282.76

NCH

Monthly (figures INCLUDES Wellness credit already)

	HRA	HSA
Single	\$61.23	\$42.96
Family	\$156.60	\$118.81

Monthly Surcharges needed to be added in

Spouse	\$200.00
Tobacco	\$170.00

NCH's True Monthly Cost (assuming party completes Wellness/Health Initiative Activities)

(Also assuming spouse is eligible for benefits from their employer staying on NCH medical insurance)
(Also assuming no one is a tobacco user; if someone is add an additional \$170 to these figures)

	HRA	HSA
Single	\$122.46	\$85.92
Family	\$513.20	\$437.62

Author created this chart using information from their respective employers

OSU Offers Cheaper Insurance with More Coverage

OSU Gives \$500 LSA Annually to both programs, NCH Gives \$500 HRA and \$700 HSA

Employee Only	NCH HRA	OSU Choice	Difference		
Monthly Premium	\$122.46	\$53.76	\$68.70	\$824.40	Annually
Deductible	\$2,000.00	\$975.00	\$1,025.00		
Coinsurance	75%	80%	5.00%		
Out of pocket Max	\$5,350.00	\$4,350.00	\$1,000.00		
				\$1,824.40	Max + Premiums

Family Plan	NCH HRA	OSU Choice	Difference		
Monthly Premium	\$513.20	\$282.76	\$230.44	\$2,765.28	Annually
Deductible	\$4,000.00	\$1,950.00	\$2,050.00		
Coinsurance	75%	80%	5.00%		
Out of pocket Max	\$10,700.00	\$8,700.00	\$2,000.00		
				\$4,765.28	Max + Premiums

Employee Only	NCH HSA	OSU Advantage	Difference		
Monthly Premium	\$85.92	\$78.84	\$7.08	\$84.96	Annually
Deductible	\$1,700.00	\$550.00	\$1,150.00		
Coinsurance	80%	80%	0.00%		
Out of pocket Max	\$5,000.00	\$3,000.00	\$2,000.00		
				\$2,084.96	Max + Premiums
				-\$200.00	HSA Difference
				\$1,884.96	Total Difference

Family Plan	NCH HSA	OSU Advantage	Difference		
Monthly Premium	\$437.62	\$361.10	\$76.52	\$918.24	Annually
Deductible	\$3,400.00	\$1,100.00	\$2,300.00		
Coinsurance	80%	80%	0.00%		
Out of pocket Max	\$10,000.00	\$6,000.00	\$4,000.00		
				\$4,918.24	Max + Premiums
				-\$200.00	HSA Difference
				\$4,718.24	Total Difference

Author created this chart using information from their respective employers

The numbers above assume the party participates in the health initiatives that lower the monthly premiums, are not smokers, and whose spouses are eligible for coverage through the spouses employer but elects to be on NCH’s plan. If either the party is a smoker or does not wish to participate in the health initiatives, the savings at OSU would be even more. The highlighted figures show if the party hit their out-of-pocket max that year.

PTO (all numbers on this page assume full FTE)

OSU

119.6 Sick hours earned annually

ARTICLE 17 SICK LEAVE

Section 1: Sick leave credit shall be earned by registered nurses at the rate of 4.6 hours for each eighty (80) hours of service in active pay status, including paid vacation, overtime, holiday time, and sick leave. Part-time registered nurses shall be entitled to sick leave on the same basis as full-time employees, but prorated on the time actually worked or paid. Registered nurses shall accumulate sick leave to an unlimited maximum.

Years of Service*	Time accrual factor	Total Annual Vacation
0 to 36 months (0 to 3 years)	.0462 per hour	96 hours (12 days)
37 to 120 months (3+ to 10 years)	.0577 per hour	120 hours (15 days)
121 to 288 months (10+ to 24 years)	.0847 per hour	176 hours (22 days)
289+ months (24+ years)	.0962 per hour	200 hours (25 days)

OSU's aggregated PTO Accrual Schedule

Years of Service	Sick Time	Hours Earned	
		Vacation	Total for Full FTE
0-3 Years	119.6	96	215.6
3 - 10 Years	119.6	120	239.6
10 - 24 Years	119.6	176	295.6
24+ Years	119.6	200	319.6

Vacation time can be used during periods of sickness or maternity.

Author created the chart directly above using information from their respective employer

NCH

adding 8 hours to your PTO bank on October 3, 2025, annual accrual for benefits-eligible employees will increase

Years of Service	Annual Accrual
1	176 (increases to 184)
2-3	192 (increases to 200)
4-10	232 (increases to 240)
11+	272 (increases to 280)

*Hours and accrual rates shown are for full-time, benefits-eligible staff and are prorated based on employment status.

Holiday Benefits (extra PTO at OSU)

ARTICLE 19 HOLIDAYS

Section 1: Nurses are entitled to the following holidays:

Observed Holiday	Holiday Benefit Pay Date*	Holiday Premium Pay Date
New Years Day	January 1*	January 1
Martin Luther King Day	Third Monday in January	Third Monday in January
Memorial Day	Last Monday in May	Last Monday in May
Juneteenth Day	June 19*	June 19
Independence Day	July 4*	July 4
Labor Day	First Monday in September	First Monday in September
Veterans Day**	November 11*	November 11
Thanksgiving Day	Fourth Thursday in November	Fourth Thursday in November
Columbus Day	Fourth Friday in November	Fourth Friday in November
Presidents Day	December 24*	December 24
Christmas Day	December 25*	December 25

Section 3: Holidays shall be scheduled among full-time and part-time nurses as equitably as staffing needs permit. Holiday scheduling shall be discussed in the scheduling task force. Full-time and part-time nurses who work a holiday premium date shall be paid premium pay at 1 1/2 times their regular hourly rate or compensatory time in accordance with the provisions of the Ohio Revised Code, for all hours worked. Full-time nurses will be paid eight (8), ten (10), or twelve (12) hours for those so scheduled, straight time holiday benefit pay for the holiday benefit date. Nurses who are scheduled to work a holiday but who do not work the holiday shall not receive holiday pay, unless the Hospitals call the nurses off. Part-time nurses who work the holiday shall be paid eight (8), ten (10), or twelve (12) hours of holiday benefit pay for those so scheduled.

Part-time nurses who do not work on a holiday shall receive holiday benefit pay for the holiday benefit date on a pro-rata basis according to the percentage of their appointments of eight (8) straight time hours. A nurse with a ninety percent (90%) appointment shall be considered full-time for the purpose of this Article.

The determination of the number of holiday hours to be paid to a .9 FTE or higher nurse is based upon 50% or more of the nurse's scheduled shifts during the four week schedule posted pursuant to Article 14 Section 2.

Author's comment/interpretation: During the 11 Holiday's weeks, full-time staff will have 8, 10, or 12 hours (based on 50% of the last four weeks shifts) applied to their paycheck without having to work those 8,10, or 12 hours. A nurse can choose to either work less that week or work their typical FTE and have overtime be triggered sooner. If a nurse works 3 12's, they would get 12 hours applied to their paycheck 11 times a year. 11*12= 132 of extra paid time off a year around the holidays!

The 4th form of PTO; Compensatory Time

NCH management recently sent out an email stating the value in flexibility in one bank of PTO versus separate banks of PTO. The author fully agrees that one bank of PTO is more desirable than separate banks. Fortunately, when we unionize, we will strive to keep the flexibility of one bank but with more hours. This is not guaranteed but rather part of negotiations.

However, there is a fourth form of PTO at unionized OSU called “Comp Time”. Comp time is when you pick up a shift above your FTE; you can choose to get paid in dollars or in PTO. So if you pick up a 12 hour shift. This is awesome because if you have an upcoming vacation paid for in a couple of months and something happens between then and now eliminating your PTO, you could pick up extra shifts between then and now, bank that time as PTO, and then you wouldn’t have to cancel your trip. This provides an extra level of flexibility unavailable to NCH staff. At NCH, if you run out of PTO, you may have to forfeit your vacation.

As far as banks; at unionized OSU, you can bank up to 240 hours of Comp time, 240 hours of Vaca time, and UNLIMITED time of sick time which can also be used during maternity leave.

Occurrences @ OSU

- B. Any of the issues listed below within a rolling six-month period will result in an attendance review and staff members may be subject to appropriate corrective action (up to and including termination).

Category	Limit
No Call/No Show	One (1) occurrence of failing to report to work as scheduled and failing to call in
Sick Leave/Absent Time	Four (4) or more occurrences of sick leave or absences and/or Using 40 hours (pro-rated by FTE) or more of sick leave, leave without pay, vacation in lieu of sick leave, absent time or any combination of these (approved vacation, Family Medical Leave (FML) time, Paid Parental Leave and funeral time will not be counted toward corrective action)
Tardiness	Eight (8) or more occurrences of tardiness
Missed Punches/Time Change Requests(for staff members who badge in and out)	Eight (8) occurrences of Missed Punches/Time Change Requests for reasons of staff non-compliance with expected badging procedures
Job Abandonment	Three (3) or more consecutively scheduled days in a no-call/no-show status

Tuition Benefits

OSU

Benefit Details

The Plan pays for instructional, general, and non-Ohio resident fees for up to 10 credit hours per semester not to exceed \$9,640 per semester. These maximum benefit amounts are subject to change. Employee is responsible for fees not covered by the Faculty and Staff Tuition Assistance Plan.

The Plan does not pay for any other fees or expenses. You are responsible for the difference between the university's approved tuition assistance benefit and the total fees associated with taking courses at Ohio State.

Course(s) must be taken for credit at Ohio State.

Author's Comment: A portion of OSU's benefit is a taxable benefit to my understanding. \$9,640 per semester X 3 semesters = up to \$28,920 annually. In addition, being an employee at OSU increases your chances of admission (possibly guarantees for certain classes?) to the highest ranked university in the state of Ohio.

NCH

Career and Professional Development

Tuition Reimbursement

Up to \$4,000 per year for full-time employees with more than 1,000 hours of employment.

Professional Development

Nationwide Children's offers many resources to help promote professional growth through various career pathways and opportunities. Our nursing team framed our nursing strategic plan to help guide how we will develop the practice of nursing in the coming years. Additionally, our nursing team has the flexibility to serve on committees that are focused on quality and safety improvements, research, professional development, culture and many other topics of importance to nursing practice.

Tuition Waivers

Staff may qualify for credits for tuition provided by individual universities and colleges of nursing that have contracts with Nationwide Children's.

Scholarships

Nationwide Children's offers scholarship opportunities to nursing staff pursuing an advanced practice degree.

Employee Resource Groups (ERGs)

ERGs are employee groups that organize activities to promote networking, professional development, and community support among employees. Membership in any ERG is voluntary and open to all Nationwide Children's employees.

Author's Comments: Up to \$4,000 plus scholarships. This money may be used at any university to the authors understanding.

OSU Maternity/Paternity Leave

“I am a new birthing parent.”

1. How much leave time am I entitled to and how will I be compensated?

Birthing parents, who are employed in a position with a full-time equivalency (FTE) of 75% or greater may receive up to six weeks of full pay under Ohio State’s Parental section of the [Paid Time Off policy 6.27](#).

In addition, as a birthing parent you may also use up to 6 weeks of your sick time for your medical recuperation if you are eligible for FML. FML will run concurrently with parental time off and sick time. You may be able to use your vacation or comp time, or unpaid leave per policy requirements during your leave if you do not qualify for parental time off or do not have enough sick time. Refer to the chart of examples at the end of this section to illustrate how these leaves and time offs work together. Any non-medical leave beyond the twelve weeks of FML is approved at your supervisor’s discretion.

2. What if I don’t have enough time to be paid for the twelve weeks of FML?

A birthing parent who qualifies for FML and parental time off may receive up to 6 weeks of parental time off during their FML leave. The remaining 6 weeks of FML may be paid with a combination of sick time (up to 6 weeks), accrued vacation or compensatory time. If the birthing parent elected Short Term Disability (STD), they must use parental time off during the STD elimination period (30 calendar days) and may receive STD benefits for the duration of the eligible STD period (e.g. generally 2 weeks for a vaginal delivery and 4 weeks for a cesarean section). The employee can then use the remaining portion of parental time off and sick, then vacation time following the termination of STD benefits. If sufficient accrued time is not available, the remaining weeks of the 12 week FML time may be taken as unpaid time off. Information on how an unpaid leave status will affect your benefits is located in the *Benefits Available While on a Leave of Absence* section.

3. Can I take time off beyond the 12 weeks?

You may take time off beyond the 12 weeks with approval from your supervisor. The following chart outlines your options, depending on the reason for the leave.

You are taking leave beyond twelve weeks due to	Example	You will continue to receive compensation by using	You do not have enough accrued time ¹
PERSONAL Reasons	You have decided to spend more time with your newborn	Accrued vacation or comp time	You may request an unpaid personal leave of absence, approval is at the discretion of your supervisor
MEDICAL Reasons for yourself	You are unable to return to work due to your medical condition	Accrued sick time should be used first and then vacation or comp time. Short-term (STD) or long-term disability (LTD) may be options.	You may request an unpaid medical leave of absence once all FMLA time is exhausted or if you have an approved STD or LTD claim. You must provide medical documentation.
MEDICAL Reasons for immediate family member	Your baby has developed a serious health condition	Accrued sick time should be used first and then vacation or comp time.	You may request an unpaid personal leave of absence and must provide medical documentation; approval is at the discretion of your supervisor.

¹ Approval of unpaid personal leave is at the discretion of the supervisor based on departmental needs.

Any unpaid personal leave may have significant impact on your benefits (see the *Benefits section of this guidebook for additional information*). Contact your unit human resource consultant or [HR Connection](#) before your leave begins (see contact information on page 2).

“I am a new parent (non-birthing parent, domestic partner, adoptive parent, or foster parent).”

1. How much leave time am I entitled to and how will I be compensated?

New parents who are a non-birthing parent, domestic partner or adoptive parent and are employed in a position with a full-time equivalency (FTE) of 75% or greater are eligible for six weeks of parental time off. The time off may be used at any time during the FML eligibility period. Foster parents are not eligible for the parental time off benefit. New parents (non-birthing parents, domestic partner, adoptive parent and foster parent) who meet the criteria for FML, may also use any of their accumulated vacation or compensatory time to be paid and extend their leave up to the full 12 weeks of FML. Refer to the chart of examples at the end of this section to illustrate how these leaves and time off’s work together.

2. What if I don’t have enough paid time off to be paid during my twelve weeks of FML?

If you qualify for FML, but do not have enough vacation or compensatory time off balances available for the remaining six weeks of FML after your parental time off is exhausted, you may take the remainder of the FML qualifying time as unpaid time off. Information on how an unpaid time off will affect your benefits is located in the *Benefits Available While on a Leave of Absence* section of this guidebook.

NCH Maternity/Paternity leave

The paid portion of your pregnancy disability leave starts with Short Term Disability (if eligible). If approved, you will receive six weeks of STD for a standard delivery, eight weeks for a C-section (the waiting period is included in the six or eight weeks).

Immediately following STD is Paid Family Leave (PFL). If eligible, you can receive three weeks of PFL at 70% of your base pay.

If you have remaining FMLA entitlement, it is paid from your PTO bank at 100% of your FTE. If you exhaust PTO, any remaining time under FMLA is unpaid.

If you are enrolled in NCH's Insurance plans, you have 30 days from the date of birth/adoption of your child to add them to your coverage. Email the Benefits Team or contact the HR Service Center to request the enrollment form to add the child.



For a new absence, or to determine the status of a current claim, contact Sedgwick 24 hours a day.

Contact Us

Phone: 855-233-6811

Authors comments: ** PFL has been increased from three weeks to four weeks**

Adoption Assistance

OSU

Adoption Assistance

The Ohio State University Adoption Assistance Plan reimburses eligible employees a combined lifetime maximum of adoption/surrogacy benefit of \$10,000 per employee/family for eligible adoption-related expenses after the adoption of a minor child is finalized. If two adopting parents of the same adopted child are both eligible for adoption assistance, the total maximum benefit amount for that adoption is \$10,000 and the maximum reimbursement applies jointly.

NCH

Adoption Assistance

Nationwide Children's Hospital provides financial assistance to families adopting a child. Nationwide Children's will reimburse eligible expenses up to a maximum of \$3,000 for each adopted child. The lifetime benefit is \$6,000 per eligible employee. These amounts are pro-rated for part-time employees according to their FTE status.

Bereavement

OSU

▼ Bereavement

Faculty and staff may take up to **five working days (1 week)** of sick time for bereavement due to death of an immediate or extended family member. **An additional five working days (1 week) may be available for the death of an immediate family member**, subject to approval based on operational needs. **1 day of bereavement leave may be available to attend funeral or services for a non-immediate or non-extended family member.**

PTO	Position (for example, 10% full-time equivalency [FTE] equals four hours of work per work week).
Immediate family member	Any one of the following: <ol style="list-style-type: none"> 1. Spouse or domestic partner; 2. Biological, adoptive, step, or foster parent; 3. Individual who stood in loco parentis to an employee when the employee was a child; and 4. Biological, adopted, step, or foster child; a legal ward; or a child of a person standing in loco parentis.
Extended family member	Any one of the following: sister, brother, grandparent, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparent-in-law, grandchild-in-law, or corresponding relatives of the employee's domestic partner.

Author's Comments: If an employee's parent dies, up to 2 weeks of bereavement. If a grandparent dies, 1 week of bereavement. If an individual dies with the relationship definition categorized as "in-law" dies, employees receive 1 week of bereavement.

NCH

Time Off

Nationwide Children's offers a paid time off "bank" that combines vacation time and sick leave to allow maximum flexibility for employees. This plan allows for our newest full-time employees to receive two full weeks off—even if holidays are taken out. Additionally, staff who work holidays receive holiday pay and continue to accrue hours in their PTO bank. And, PTO rolls over from year-to-year until you reach a rollover maximum.

<p>Paid Time Off (PTO)</p> <p>Nationwide Children's Hospital offers 176 hours of PTO for new hires, 192 hours for employees with two to three years of employment, 232 hours for those with four to ten years of employment, and 272 hours for those with 11 years or more of employment. Full-time employees will receive an additional eight hours of PTO beginning in October 2025. Starting in January 2026, PTO accrual will increase</p>	<p>Bereavement Policy</p> <p>Full-time employees are eligible for 80 hours of bereavement time for a spouse or child, and 24 hours of bereavement time for other immediate family members.</p>	<p>Short Term Disability</p> <p>Benefits-eligible employees will receive up to 17 weeks of short-term disability paid at 70% of their regular salary when off work due to a qualified medical condition.</p>
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Other Benefits

Both hospitals appear to have discontinued their respective home down payment assistance programs.

In the opinion of the author, the dental insurances are comparable enough to ignore for the purpose of this packet. This should not be an implication that one institution is better than the other

In the opinion of the author, the vision insurance is comparable enough to ignore for the purpose of this packet. This should not be an implication that one institution is better than the other

Similarly, short term disability, hospital indemnity, and other benefits have been ignored for the sake of simplicity and the author encourages you to look into each policy

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**Look at the back of the packet for more perks/benefits under the
OSU union contract!**

Other Perks/Benefits in the OSU Union contract (Author's Interpretation)

- Preceptor pay \$2.00/hr (Page 6)
- Artificial Intelligence protections (Page 7)
- Nurses can receive up to 40 hours of paid seminar/conference hours (page 7)
 - Travelers float before home staff (Page 11/12)
- The ability to hold managers accountable through the grievance system (Page 12-14)
- The hospital must cancel you at least 90 minutes before the start of your shift or else you automatically get paid 2 hours without having to work the shift (Page 17)
 - Float Pay for ALL nurses floating is \$3.50 (page 20)
- Nurses can self-cancel the second four-hour block of their 8-hour shift if the hospital cancels the first four-hour block (Page 21)
- Nurses waiting to hear if they get canceled for their second or third four-hour block of their extra shift receive on-call pay of \$3.50/hr (Page 21)
- Nurses cannot be mandated to work more than their agreed upon schedule (Page 22 Section 6)
- Nurses can choose to work extra hours and rather be paid in dollars, can be paid in PTO (aka compensatory time) used for a later date like a vacation or maternity leave (page 23/24).
- Hours worked above your FTE (known as over percent) receive an extra \$3.00/hr (Page 24)
 - Charge pay is \$5.00/hr (page 34)
 - Certification pay 3.5% of your base pay (page 34 section 8)
 - \$50 automatic uniform stipend every February (page 37 section 6)
 - Nurses agree to not go on strike which could jeopardize patient care (page 38)
- IRP (the name for contingent staff at OSU) base pay are \$42.44 for non-floats and \$46.68 for floats (page 47)
 - Capped Staffing Ratios are 4:1 Med surg, 3:1 PCU, 2:1 or 1:1 ICU (Page 53)
- Charge nurses should not have a patient assignment and if they do it must be a reasonable minimum assignment (page 54)
- Schedule Build (a program similar to PIP) is \$40/hr (page 58)
- In the moment (a program similar to Bonus) is \$32/hr (page 59)
- PICC/IV team/Master's degree pay about \$1.00 - \$1.50 in base pay (Page 64-72)
- Clinical Nurse Specialists pay about \$6.50 in base pay (Page 64-72)



To OSU Union Contract