Your bargaining team successfully reached a tentative agreement with the employer June 15. They are recommending a “yes” vote for ratification June 30. The employer heard our concerns that the on-call positions were not sustainable as presently constituted and acceded to our requests.

Our new deal includes all of our on-call proposals, except the third part-time position. Moving forward, the on-call positions will earn leave at the same rate as other nurses, can self-schedule, will get paid for attending IDG meetings (which will count toward their guaranteed hours), are part of the holiday rotation schedule and will receive $4.50 per hour that is not compensated by their guaranteed, regular or premium pay. This last provision, proposed by the employer, has a similar effect as our proposal to increase the guaranteed hours to 8 from the current 6.86 hours per shift, which we withdrew. With the on-call nurses now earning leave, regular nurses will...
Tentative Agreement

provide coverage for those shifts, which we estimate will be about twice per year.

In addition, the tentative agreement comprises our other major objectives:

- A new Step 14 for the most experienced nurses;
- 1% wage increase in each year of the contract;
- Two nurses off on any given day in both home health and hospice;
- No mandatory floating to the Hospice House; and
- No changes to our benefits package

For the hospice house, we agreed to 12-hour shifts and a possible bargaining re-opener in its first year of operations. We improved the language of departmental transfers to include defined probationary periods and “return rights” to one’s previous position. The employer withdrew their proposals to reduce the weekend triage differential to a flat rate of $2.50, “job classifications” during layoffs and reductions in vision benefits.

All full dues paying ONA members are eligible to vote Thursday, June 30, 8:00 – 9 a.m. in the Willamette Room at Cascade Health Solutions. The “redlined” version of the tentative agreement is available at CHS website. Click here or go to OregonRN.org and under Find Your Bargaining Unit select Cascade Health Solutions.

Please Transfer Two Hours Of Your Earned Leave To The Bargaining Team

Team spent 42 hours in six negotiating sessions; email HR to transfer two hours of PTO

Our bargaining team of Rita Vait, Ann Richards, and Zach Page worked hard to reflect your desires in winning the outcomes described in the accompany article. They studied proposals, communicated with you, met together as a team and—of course—negotiated across the table with the employer. Collectively, they spent 115 hours of their time working on your behalf. Beginning February 2, they met as a team 10 times and twice with the general membership.

If our negotiated agreement is ratified by the membership, these three bargaining team members can—for the first time—receive donated leave time to compensate for their lost work hours in negotiations. Beginning April 18, they attended six bargaining sessions for a collective total of 42 hours meeting with the employer. If each of the nurses at Cascade Health Solution donates two hours of earned leave, we can make the bargaining team whole for their lost wages.

Please show your appreciation for the bargaining team by transferring two hours of your earned leave. You have 30 days from ratification to notify the employer of your donation. By July 31, please send an email to HR informing them of your desire to donate two hours of your earned leave.
### Article | Description of Change
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2.3 | Within 30 days of ratification, nurses may donate accrued earned leave to bargaining team.
2.4 | Monthly rosters, unless there is no change in roster from previous month
3.7 | Regular nurses who transfer to resource cash out Earned Leave
7.1 Step 1 | Replace VP with COO
8.1 | Hospice House work day, 12 hours, 0700 – 1930 and 1900 – 0730
8.1.1 para 3 | No off clock work
8.1.2 | Hospice house paid straight time of 1/2 hour for missed meal; must remain in facility.
8.7 | Report pay “low census” must pay 2 hours instead of 4
8.9.3 | On-call hours to reflect seven days
8.10.1 | Back up call coverage ask volunteers first. Resource may volunteer but not required to participate in rotational system.
8.10.4 | Nurse called in to work 8 hours before scheduled shift shall notify employer to request rest
8.9 | Other nurses may volunteer to work in Hospice House, but no mandatory floating there. Resource may accept on-call shifts and can provide coverage on scheduled days off.
8.9 (8.10?) & 8.10.3 | On-call hours reflect current practice
8.9.1 | On-call nurse self schedule
8.10.1 | Employer will update and post rotational back up list on intranet.
9.3 | Retain existing language from LOA on years of experience
9.4.3 & 9.5.2 para 2 | Premium pay for missed meal after 6 not 5 hours
9.12 | Hospice house night shift differential $4.50 (RN) and $3.00 (LPB) initially, $5.00 (RN) and $3.50 (LPN) for longevity
9.13 | Pay in lieu of benefits for current resource nurses will be $5.75 per hour. $4.00 per hour for newly hired resource.
9.14 | Earned leave for on-call benefited positions.
9.14.1 | IDG paid straight time up to 2 hours, counts towards hours worked.
9.14.2 | Additional compensation for on-call, $4.50/hour not compensated by guaranteed, regular or premium pay. New section title “Recording time worked.”
9.14.4 | On-call nurses included in holiday rotation
10.1 | Stronger language on work-life balance
10.3.3 | Remove notification for earned leave approaching cap
10.4.1, para 1 | Minimum of two nurse off on any given day in both hospice and home health.
10.4.7 | Cash out earned leave twice a year with one month (no longer annual) notice.

*Continued on page 4*
## Article Description of Change

<table>
<thead>
<tr>
<th>Article</th>
<th>Description of Change</th>
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</thead>
<tbody>
<tr>
<td>10.5.3</td>
<td>Notify manager of birthday request off.</td>
</tr>
<tr>
<td>11</td>
<td>Leave of absence replace FMLA with statutory; only two weeks’ notice of return instead of two months.</td>
</tr>
<tr>
<td>11.8.2</td>
<td>Available earned leave will be used to cover insurance premiums</td>
</tr>
<tr>
<td>13.3.2</td>
<td>Transfer has probationary period and return rights</td>
</tr>
<tr>
<td>14.2</td>
<td>Dental insurance similar instead of equivalent</td>
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<tr>
<td>14.4 &amp; 14.5</td>
<td>Group life and LTD insurance generalized benefit no specifics</td>
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<tr>
<td>16.1.1</td>
<td>Paid educational clarify annual and oral presentation required.</td>
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<tr>
<td>19.1</td>
<td>Expires 2019</td>
</tr>
<tr>
<td>19.2</td>
<td>May re-open for hospice house operations one year after opening.</td>
</tr>
<tr>
<td>Appendix A</td>
<td>Year 1 = 1%. Year 2= 1%. Year 3=1%. Additional Step 14, after 36 months at previous step</td>
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</tbody>
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