Tentative Agreement Reached!

After five sessions, our ONA bargaining team has reached a settlement. We’ve achieved victories in most of the areas nurses highlighted for improvement during our meetings and through membership surveys.

ONA members in good standing and LPNs will also be able to vote either online or in person.

Online voting will be open from noon Friday, Oct. 31 until 8 a.m. Monday, Nov. 3.

Instructions and a link to online voting will also be posted on our GSH web page. Go to www.OregonRN.org and select Good Shepherd under “Find Your Bargaining Unit.”

In person ratification is scheduled at the hospital for Monday, Nov. 3 from 10 a.m. to 7:30 p.m. and Tuesday, Nov. 4 from 7 a.m. to 3 p.m. in Conference Rooms three (3) and four (4) next to the cafeteria.

Copies of tentative agreements as well as a draft contract with all changes highlighted will be available online soon. Stay tuned for details.

We would like to give a special thank you to the bargaining team, who volunteered many days of their own time to reach this agreement as well as all the Contract Action Team members who kept us informed throughout negotiations!

Highlights of Our Agreement

Rises:
An across-the-board raise of 3 percent (3%), which will be on your next pay check after ratification.

A 2.5 percent (2.5%) across-the-board raise on Nov. 1, 2015.

An additional step of 4 percent (4%) at 27 years. This is a significant victory as many of your colleagues are at the top of the step scale, and have not received additional raises in years. We had proposed additional steps in previous contract negotiations to no avail. This will compensate long term employees for their commitment to the hospital.

Bachelor’s of Science in Nursing Differential
For the first time at Good Shepherd, all nurses with a Bachelor’s of Science in Nursing (BSN) will receive a 2 percent (2%) differential. If you have not
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already notified the Hospital that you have a BSN, please do so immediately and include salemi@OregonRN.org in the message. We hope this, in combination with the Hospital’s Financial Aid Program, encourages Nurses to earn their BSN.

Standby and Low Census Standby Pay

Standby and Low Census Standby Pay will be increased to $5.50 per hour and $6.00 per hour on Holidays. This is the highest of ONA facilities in Eastern Oregon.

Float Pool

Nurses who agree to float to another department to care for a different type of patient from their usual assignment will receive a 5 percent (5%) premium.

Telephone Trouble Shooting

Nurses will now be paid at one-and-a-half times their regular rate of pay when called by a supervisor or designee to troubleshoot problems over the phone without a one-half hour minimum.

PICC Line and Wound Care Certification

Wound Care and PICC Line certified nurses will receive one-and-a-half times their regular rate of pay when called in outside of their normal work schedule or when troubleshooting over the phone.

Health Insurance

Although nurses will continue to pay the same health insurance premium splits of 90 percent (90%) for single coverage and 70 (70%) percent for dependents, no nurse shall be charged interest on their medical bills from the hospital if they set up a payment plan. Bills of less than five hundred ($500) must be paid within 90 days from the date of service and bills of more than five hundred ($500) must be paid within one year for a nurse to not be charged interest. This was a difficult issue at the bargaining table and we are happy to have made progress.

Opt Out Insurance Payments

If you are a full-time employee with a verified alternative source of health insurance, the lump sum payment will increase from one hundred thirty-five dollars ($135) to one hundred and fifty dollars ($150).

Work Week

Upon Contract implementation, nurses will have two weeks to choose their basic work week going forward. This contract change will be mostly relevant to surgery and recovery nurses and is a significant victory, allowing them to work eight (8) and 80 in 14 consecutive days.

Holidays

Holiday premium pay will now begin at 7 a.m. on Christmas Eve instead of 3 p.m. From now on, no nurse will be required to work both Dec. 24 and Dec. 25 as had happened in the past.

Nurses may request a trade for holidays and those trades will be approved if both nurses are competent to perform the work assignment. If a nurse is unsuccessful in scheduling a trade they may request a variance from their holiday schedule. This will be approved or denied prior to the posting of the monthly schedule.

PTO

For the first time, nurses may donate Paid Time Off (PTO) in one (1) hour increments to the bargaining committee so they will no longer exhaust their own PTO time or suffer a loss in pay or benefits.

Professional Development

Requests for professional development will now be equitably distributed and not unreasonably denied.

The hospital will now pay three hundred and fifty ($350) and renewal fees for American Nurses Association recognized board certifications annually.

Per Diem Scheduling

There is a slight change to per diem scheduling, Per Diem Nurses will now be required to be scheduled for seventy-two (72) hours every six months, instead of sixty-four (64), excluding education and in service. However, this provision may be waived if the manager is unable to schedule the nurse. Low census days shall count as days worked.