Tentative Agreement Reached!
It’s a Contract We Can Recommend:
- We kept our sick leave and our vacation benefits
- We receive a 2.5 percent increase each year for all steps in the contract
- Three new steps for 12 year, 18 year and 30 plus year nurses
- No negative health insurance changes
- New lead nurse pay and increases in night shift differential, certification pay and open shift pay

Come examine the settlement and get your questions answered at the Ratification Vote
Friday, January 29
4 to 8:00 p.m.
in Classrooms 1 and 2
Summary of Our Tentative Agreement

Bargaining has concluded. We reached a tentative agreement on all the outstanding issues in this contract Monday, Jan. 18, 2016.

Here is a summary of all changes that were made to this contract for the next two years. A redline (cross out version) is also on line click here.

Article 1 Definitions.

- Casual Call Nurse Shift Availability: Casual call nurses will be expected to work their fair share of weekend and weekend standby shifts with the same frequency as full time and part time nurses.

- Lead nurse definition: We created an option for a new temporary lead nurse position. This nurse would be assigned by the hospital to help coordinate patient care and clinical activities in addition to doing direct or indirect patient care.

Article 4 Work Schedule and Overtime

We preserved the desired notice of two hours before the cancellation of shift. If that two hours is not provided, a nurse will still have the following options:

- Be placed on call, be paid for their scheduled hours at the applicable call rate of pay per Appendix F, and be paid for one quarter of their scheduled hours at straight time pay

- Take an alternate staff position

- Take an alternate staff position for at least four hours and then be placed on-call or take the time off without pay.

Article 6 Annual Leave (Vacation/PTO)

No changes were made. In the end we kept our current vacation accrual amounts.

Article 7 Sick Leave

No changes were made. In the end we kept our current banks and our current accrual amounts.

Article 12 Seniority

We clarified the current practice of calculating your seniority based on including all your time working for the hospital in the Columbia Gorge service area regardless of whether you started working for the hospital as a registered nurse or in another role such as a certified nursing assistant or phlebotomist before becoming a registered nurse.

Article 19 Health and Welfare and Retirement

Our medical and dental benefits for the year 2016 remain the same as they were in 2015.

In 2017 the Hospital will maintain the following plan features as they were in 2016:

- Amount of net deductible (defined as each nurse’s deductible based on coverage choice minus any Health Reimbursement Account contributions from the hospital)

- The percentage of employee premium contribution

- The out of pocket maximum.

This is the deal we have enjoyed with health and dental insurance for four years.

Article 21 Duration of Agreement

We are doing a two year agreement that expires December 31, 2017. Our contract expires at the same time as St Vincent’s contract.

Appendix A Wages and Differentials

Effective the first pay period containing Jan.1, we gained a 2.5 percent increase in our wages for each year of the contract.

- While not achieving the Providence Portland/Providence St Vincent Scale we did achieve the addition of three more new steps into our step scale system. These new steps are for nurses with 12, 21, and over 30 years of service/experience. This is the first time, we think, in six years that new steps have been added to the wage scale.

Please see our new steps and wage scales on the following page.

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Summary of Our Tentative Agreement  Continued from Page 2

Appendix A Wages and Differentials  Continued from page 2

- While evening shift differential stayed the same at $2.00 an hour, the night shift differential increased to $5.20 an hour.
- The round trip bridge contribution increased to $2.00 to reflect the current pricing.
- Open shift differential increased to $17.00 an hour just $1.00 short of the amount paid at Providence Portland and Providence St Vincent.
- Temporary leads when assigned to the role, will earn an additional $3.00 an hour for all hours worked in that capacity.

Appendix C

- We clarified that the work day is 10 hours in length with eight hours set aside for appointments, travel, telephone calls and charting, and two hours for travel, telephone calls and charting.
- Overtime is earned after a 10 hour work day or after a 40 hour work week.

Appendix D

We are hopeful that the changes to Appendix D Permanent Schedules, now re-titled as Master Schedules, will give the Hospital what they needed

- An ability to work with nurses on a unit to change schedules when operational or patient circumstances change while preserving our input and our ability to have schedules that are predictable and regular.

Continued on Page 4
The changes that we made provide for the following:

- A way for the Hospital to come to the nurses in a unit and say census or provider surgery schedules have changed and we need to make some tweaks to the schedule.
- A way for the Hospital or the nurses on a unit to examine whether or not a particular schedule should continue when someone quits or retires that does not necessitate a whole scale rewrite or revision of everyone’s schedule.
- A way to allow nurses to change their permanent schedules that does not necessitate multiple posting of every single position by the Hospital when there is only one vacancy and the rest of the nurses are just changing the days of the week they work.
- A substitution of the words “regular” and “master” for the word “permanent”.
- We also preserved the need to get a consensus of the nurses on the unit for making changes, but we clarified how that is demonstrated.
- We also agreed to involve the Hospital Staffing Committee if for some reason an agreement about the schedule could not be worked out among the nurses and with the manager.

**Appendix E Certifications**
- Certification pay increased to $2.25 an hour. This is the same certification pay that is offered at Providence Portland and is among the highest in the state.

**Appendix G Health Insurance**
- This appendix describes our health insurance in detail. Our benefits will be the same in 2016 as they were in 2015. They are likely to stay as they are for 2017 as well.

**Only Two Disappointments**

**Appendix F Call In and On-Call Pay**
- We did not achieve any improvement in the call pay of any kind. There is a lot of low census call at this hospital and there is a lot of call (standby) that is required in Surgical Services and in Hospice in particular. This is something we plan to work on in the interim and take up again in two years when we bargain the next contract.

**New Appendix for a Clinical Ladder**
- We made a proposal to create a new clinical ladder program for Providence Hood River nurses that was not accepted. The certification pay was increased instead.

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**Join Us in Seaside for ONA’s 2016 Convention**

**Lead by Example: Ethical Nursing Practice**

**April 11-13, 2016 Convention Schedule**

Monday, April 11 - Half-day Staffing Workshop (1-5 p.m.)
Tuesday, April 12 - ONA Nurse Continuing Education Day
Wednesday, April 13 - ONA House of Delegates

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**We are Happy with the Settlement and Recommend a “Yes” Vote**

While it would have been nice to enhance our call pay and launch a process for a clinical ladder, there are no takeaways – only improvements.

Please come by classrooms 1 and 2 Friday, Jan. 29 anytime from 4 to 8 p.m. to get your questions answered and vote to ratify the contract.