

April 15, 2014

ONA / PMH

### Executive Team:

#### Chairperson:

Jen Wine, RN  
ED

#### Vice Chair:

Open

#### Secretary/Treasurer

Sheila Nichols, RN  
Float

#### Negotiating Team

##### Member

Roxie Berthold, RN  
ICU

#### ONA Labor Relations Representative

Alison Hamway  
541-312-9822  
hamway@oregonrn.org



#### Oregon Nurses Association

18765 SW Boones Ferry Road  
Suite 200, Tualatin OR 97062

1-800-634-3552  
within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)



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# Tentative Agreement Reached – We Unanimously Recommend a “YES” Vote *in favor of Ratification*

We reached have a tentative 1330 and from 1530 – 1830 representative Alison  
agreement (TA) for our in the Community Room. Hamway 541-312-9822  
new contract! You can vote on site. If for instructions on how to  
Voting on the TA will be you are not available on vote absentee secret ballot.  
Thursday, April 24, 1100 – that date, please call ONA

### The New Contract Includes:

- Three year contract
- Wage increase of 2.25% per year on May 1 of each year of the contract (this is in addition to annual anniversary date step increases)
- Advanced certification pay of \$1 per hour (PNCC and CNO will determine list of eligible certifications)
- Increase PNCC funds to \$12,000 per year (increased from \$9,000 in current contract)
- Increasing tuition reimbursement to \$3,000 per year (increased from \$2,000 in current contract)
- Change in low census call off to eliminate the percentage
- of call off order, and to change to the cumulative number of call off within the last 30 day calendar period. Split shift call off would no longer be in the contract.
- Change job postings to 7 calendar days
- Increase introductory period for new hires to 120 days
- Temporary positions (4 months or less) may be extended by up to an additional 4 months by mutual agreement between Hospital and ONA
- Change performance review to calendar year (step increases will remain effective on the anniversary date)

*continued on page 2*

## **New Contract Includes** *continued from page 1*

- Increase in minimum reporting pay to 4 hours (2 hours in current contract)
- PMH nurses will be awarded extra shifts until 7 days prior to schedule effective date (i.e., schedule will be posted 2 weeks in advance; sign up during the first week after posting for priority consideration)
- Agreed to current language for relief RNs, casual RNs, holiday overtime, overtime, OR standby compensation, extra shift compensation, casual RN and grievance procedure.
- Hospital agreed to pay 50% of cost of printing contracts; contract will include Hospital logo and mission statement. This reflects an agreement that the contract is a mutual document.

A complete red-line version of the contract will be available prior to the vote, and will be posted when available (within one week prior to the vote) on our website [www.oregonrn.org](http://www.oregonrn.org) (click on bargaining units, then click on PMH).

In negotiations, ONA's team included Jen Wine, Roxie Berthold, Sheila Nichols, and ONA Labor Relations Representative Alison Hamway. Management team included Chad Davis (Labor Relations Manager), JoDee Tittle, Karen Ellis, and Christine Gish.

**Negotiations this year were positive and productive on both sides, and the ONA team members are pleased to unanimously recommend a "YES" vote in favor of ratification.**

## **Upcoming Vote on Officer Changes**

The current PMH/ONA officers wish to change their roles as follows:

**Sheila Nichols** will step up to **Chair**

**Jen Wine** will resume her original elected position of **Vice Chair**

**Tamara Noble** will volunteer to assume the role of **Secretary / Treasurer**

**Roxie Berthold** will remain as **Member at Large**

**April 24, 2014 we will vote in a separate ballot on these officer changes.**

## **2014 ONA Convention**



### **Stability in the Storm**

**Nursing's Role and Authority  
in a Changing Environment**

**ONA Convention & House of Delegates**

*Plan to attend  
May 20 -21, 2014  
Wilsonville, OR*

Mark your calendars! The 2014 ONA Convention, "Stability in the Storm: Nursing's Role and Authority in a Changing Environment," will be held on May 20-21 at the Holiday Inn, Wilsonville.

**May 20 will be ONA's Continuing Education Day and  
May 21 ONA will convene the House of Delegates.**

Please join us for an exciting educational event that explores how nurses can be the solid foundation during health care transformation and learn how we can be proactive and help lead the way through seas of change.

For More Information please go to [www.OregonRN.org](http://www.OregonRN.org)