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## We Have Reached a Tentative Agreement that our ONA Negotiation Team Fully Supports!

In our added final session for direct negotiations, we are happy to announce we have reached mutual agreement for a new contract which is fully supported by both your ONA representatives and the Hospital administration.

### Highlights of the contract include:

- New scheduling language which empowers nurses to have input into scheduling/staffing decisions from the ground level.
- Increased education funds.
- Ability to roll education money over and use every other year for a total of \$1200 every two years for education of your choice.
- Increased certification differential.
- Double time for missed breaks/lunches.
- Medical insurance premium cap of 10 percent for each year of the contract.
- Kaizen process for addressing issue of missed breaks/lunches with agreement that administration will support the result of that event.
- Oregon State Staffing Law in the contract for ease of reference.
- Supporting language for consecutive night shift differential for those nurses who work a shift other than night shift and then return to night shift.
- Additional step 13 to wage scale which is 3.2% above step 12 and occurs after 3 years at step 12.
- Advanced posting of schedules.
- Retroactive payments for increases to first full pay period in July 2014.
- Across the board wage increases of 4% in 2014, 3% in 2015 and 3% in 2016.

We were able to secure these improvements because of our nurse participation in the negotiation

## **Tentative Agreement that Negotiation Team Fully Supports** *continued from page 1*

process. Your attendance at the negotiation sessions as well as your ongoing support as expressed by wearing your ONA buttons, participating in surveys and providing feedback allowed your team to clearly represent your concerns at the table.

Mr. Edward stated at the end of the session that he was “Very, very pleased with the contract” and that it “reflects the changing nature of the work and relationship between Asante and ONA”. We agree with those sentiments.

## **Oregon’s Nurse Staffing Law Components**

The Oregon Nurse Staffing Law ensures that our citizens, when hospitalized in an acute care facility, will receive safe patient care based on sufficient, safe nurse staffing. Additionally, this law is similar to what other states have and are doing related to nurse staffing.

### **Important Requirements of Oregon’s Hospital Nurse Staffing Law:**

- The staffing plan must be based on the individual and aggregate needs of the patients and their requirements for nursing care.
- The plan must delineate specialized qualifications and competencies required of the nursing staff.
- The plan must be based upon nationally recognized specialty standards.
- Each staffing plan must be developed through a collaborative partnership between direct care nurses and nurse managers.

- The committee developing the staffing plan must be composed of equal numbers of direct care RNs and nurse managers.

### **A hospital may not require RNs, LPNs or CNAs to work (with a few exceptions – including voluntary overtime):**

- Beyond the agreed-upon shift
- More than 48 hours in any hospital-defined work week
- More than 12 consecutive hours in a 24-hour period

### **See [www.OregonRN.org](http://www.OregonRN.org) /113 for more information on the law as well as nurse staffing resources which include**

- [ONA Nurse Staffing Literature Review 2014](#)
- [Definitions of safe patient care](#)
- [National Nursing Specialty Organizations with Staffing Guidelines](#)



## **Coming August 1 ONA’s SRDF Research Summary covering May 2012-May 2014**

Look for a link in Friday’s E-News and on ONA’s home page [www.OregonRN.org](http://www.OregonRN.org), under “News”