Tentative Agreement Reached!

After five sessions, our Oregon Nurses Association (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.

Ratification is scheduled at St. Anthony Hospital for Wednesday, Jan. 7 from 7:30 a.m. to noon and again from 3 to 8 p.m. in the first floor Conference Room next to the gift and coffee shops.

A copy of the draft contract with all changes in “redline” format will be available online at [http://www.oregonrn.org/?91](http://www.oregonrn.org/?91).

We would like to give a special thank you to the bargaining team, who worked many days to reach this agreement, as well as all of their coworkers who helped to cover shifts in their absence!

Highlights of Our Agreement

**Raises** (all changes to wages and differentials will be effective the first full pay period after the effective date)

- An across the board raise of 2 percent, which will be effective Jan. 1, 2015.
- A 2.5 percent across the board raise on Jan. 1, 2016 and an additional 2 percent raise Jan. 1, 2017.
- Step increases will now be effective on a nurse’s anniversary date: Nurses will receive step raises on their anniversary date instead of having to wait for the following Jan. 1.
- An additional step at 25 years and an increase to the step cap for hiring experienced nurses

Currently experienced nurses can only receive credit for up to 13 years of outside nursing experience. Beginning Jan. 1, 2015, this will increase to 17 years and in Jan. 2017 it will increase again to 19 years. This will help St. Anthony be more competitive in the recruitment of experienced nurses. Any nurse who was previously capped must apply for review with Human Resources (HR) within 60 days of contract ratification.

**Differential earned on Paid Time Off (PTO)**

- Nurses who regularly work shifts that qualify for evening and night shift differential will earn this differential when taking PTO. This is a significant change and one that helps to alleviate the stress of income loss when out sick or on vacation.

**Clarifications to Extra Shift (Difficult to Fill) Pay**

- A Difficult to Fill (DTF) shift is now defined as one that has not been filled within 48 hours of start time. Any nurse who agrees to work a shift that begins within the next 48 hours will be given the DTF premium of $15.00 per hour. Nothing precludes the hospital from designating a DTF shift prior to 48 hours of start time.

**Protection of Bargaining Unit Work/Low Census**

- Managers cannot send a scheduled nurse home on low census and then work in their place. This does not preclude managers from working or helping out in difficult times, only from working instead of a scheduled nurse.
- The Professional Nursing Care Committee (PNCC) will negotiate a standard system of tracking and maintaining the low census hours throughout the hospital (relieving the burden of each individual employee tracking their own).

**Bachelor’s and Master’s of Science Differential**

- For the first time at St. Anthony Hospital, all nurses with a bachelor’s or master’s of science in nursing (BSN) (MSN) or a health care related field will receive a differential of $1.00 per hour added to their base rate of pay. If you have not already notified the hospital that you have a bachelor’s degree.

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or master’s degree, please do so immediately and include Ateusa Salemi salemi@oregonrn.org in the message. We hope this, in combination with the hospital’s Financial Aid Program, encourages nurses to earn their BSN. If you have an advanced degree in a health care related field, the PNCC will determine if it qualifies for this differential.

On-Call and Low Census On-Call Pay
- Standby and low census standby pay will be increased to $5.25 per hour and $5.75 per hour on holidays.

Evening and Night Shift Differentials
- Evening shift differential has been increased to $2.50 per hour and night shift differential has increased to $4.75 per hour.

Charge, Preceptor and House Supervisor Relief Differentials
- All three of these differentials increased $0.25 per hour, to $1.75, $1.25 and $1.75 respectively.

Professional Development
- The hospital will set aside in a pooled education fund, $500 per full-time and $350 per part-time nurse. These monies will be available for attending education and certification programs. Requests will be directed to department managers and any denials can be appealed to the PNCC. This will drastically increase the amount of money available for professional development each year.
- Nurses may not be designated into a Charge nurse roll until they have a minimum of nine months experience.
- Newly hired nurses with no prior hospital nursing experience will be precepted for a minimum of three months.
- Newly hired nurses with experience and nurses who are transferring departments will develop an orientation plan with the department manager that allows for competency in that department.
- Nurses who have filed an interest in cross-training will have a written training plan to include time frames and specific goals.

Good Samaritan Leave
- A new leave category was developed, allowing nurses who want to donate their time to disaster or other humanitarian causes to be granted leave on a case by case basis.

New positions
- The hospital will provide the Association with written notice of new positions which require or prefer a registered nurse (RN). Also, current positions will be reviewed to determine if they belong in the bargaining unit.

Contract Training
- Within 60 days of printing, the hospital and Association will hold a training for members and managers on the contract. Time spent at this training (up to two hours) will be paid.

Missed Meal and Rest Breaks
- The hospital wants to stress the importance of nurses getting their rest and meal breaks. Within 90 days of ratification, the PNCC and Staffing Committee will develop a staffing plan that includes coverage for meal and break periods. An edit log will be provided to each nurse by the hospital for logging of both missed meals and breaks. (Reminder, one 15 minute break is allowed for EACH four hours worked).

Seniority Provisions
- Nurses who leave St Anthony and work for another CHI facility will retain their seniority if they return to St. Anthony without a break in service.
- Seniority will prevail for nurses who apply for new positions within their own units and will be the main determining factor for lay offs.

Influenza Policy
- The hospital will negotiate with the Association to develop an Influenza Masking policy which takes into account evidenced based practice and legal considerations.

Drug and Alcohol Policy
- Changes will require a witnessed sample to be collected. Nurses who are being asked to provide a sample continue to have the right to have an ONA representative present to protect their rights.