Our negotiations Monday, Jan. 11 resulted in two tentative agreements (TAs) as well as proposals and counter proposals from both our ONA -TCH team and hospital Administration.

**We achieved a TA on Article 6 agreeing to language in F.**

"An in-person exit interview with a human resources representative will be made available to each nurse at the termination of employment."

**We also achieved a TA on Article 8 after Administration dropped its language proposal to A and B.**

The added language proposal had been “In the event the benefits provided under this section result in potential penalties under the affordable care act, they will be discontinued."

**Administration’s Proposal: Article 1**

Administration proposed the following per diem work requirements:

a) Be available to work three open shifts per month *(an open shift is one not filled by a regular nurse)*

b) Be available to work on two holidays per year *(one winter holiday and one summer holiday)*

c) Be available to work one weekend shift per quarter in addition to the three open shifts per month

d) Submitting employee’s availability at least seven days prior to posting of the schedule – *this is down from 14 days.*

**ONA position:** we still feel that a work requirement of 42 days a year is too much.

**ONA counter proposal:** per diem RNs must

a) Be available three open shifts per month *(open shift is one not filled by regular nurse)* of which nurse should be available to work two holidays per year *(one winter and one summer holiday)*

b) Shall be available to work one weekend shift per quarter in addition to the three open shifts per month

This is 40 days a year – down from our current contract requirement of 50 days.

We are currently awaiting Administration’s response.

Continued on Page 2
**Highlights of Bargaining** (Continued from Page 1)

**Administration's Second Proposal:**

a “What if” proposal with all proposals as outlined in previous newsletter such as:

a) Elimination of float status so that all nurses will be required to float

b) Hospital's right to implement a mandatory standby schedule for all units

c) The inclusion of outside nurses to low census rotation

d) See wage proposals in chart below

All “What if” proposals must be accepted as a package for the 2013 step freeze reinstatement

For additional Administration proposals, not included in the list above, please see our last Bargaining Update on our Tuality-ONA web page by clicking here.

We have not responded to this "What if" proposal and are working on our own “Package” proposal” at this time.

<table>
<thead>
<tr>
<th>A3. Effective with the first full pay period beginning after January 1, 2015, rates of pay shall be 1) adjusted by 1% 2) Hourly</th>
<th>A3.Wage Scale Continued *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>31.88</td>
</tr>
<tr>
<td>After 1 Yr</td>
<td>32.48</td>
</tr>
<tr>
<td>After 2 Yrs</td>
<td>33.77</td>
</tr>
<tr>
<td>After 3 Yrs</td>
<td>34.80</td>
</tr>
<tr>
<td>After 4 Yrs</td>
<td>36.04</td>
</tr>
<tr>
<td>After 5 Yrs</td>
<td>37.66</td>
</tr>
<tr>
<td>After 6 Yrs</td>
<td>39.66</td>
</tr>
<tr>
<td>After 7 Yrs</td>
<td>40.19</td>
</tr>
<tr>
<td>After 8 Yrs</td>
<td>40.77</td>
</tr>
<tr>
<td>After 9 Yrs</td>
<td>41.32</td>
</tr>
<tr>
<td>After 10 Yrs</td>
<td>41.88</td>
</tr>
<tr>
<td>After 12 Yrs</td>
<td>42.64</td>
</tr>
<tr>
<td>After 14 Yrs</td>
<td>43.16</td>
</tr>
<tr>
<td>After 16 Yrs</td>
<td>44.02</td>
</tr>
<tr>
<td>After 18 Yrs</td>
<td>44.50</td>
</tr>
<tr>
<td>After 20 Yrs</td>
<td>45.53</td>
</tr>
<tr>
<td>After 22 Yrs</td>
<td>46.34</td>
</tr>
<tr>
<td>After 25 Yrs</td>
<td>47.26</td>
</tr>
<tr>
<td>After 27 Yrs</td>
<td>48.21</td>
</tr>
<tr>
<td>After 30 Yrs</td>
<td>49.18</td>
</tr>
</tbody>
</table>

* During the second year, a 1.5 percent wage increase will occur

---

**Come Have Your Questions Answered and Give Your Bargaining Team Feedback**

**Wednesday, Jan. 27 6:30 a.m. to 7 p.m.**

Members of Your ONA - Tuality Bargaining Team will be in the Tuality Community Hospital Cafeteria to Answer Questions and Receive Your Feedback. **Join Us!**
Please Take a Quick Survey on the Issue of Floating

During negotiations, eliminating float levels so that all nurses are required to float has become an increasingly persistent issue dividing our ONA-TCH team and hospital Administration.

We are trying to gauge your thoughts on Administration’s proposal and have developed a short survey that we would like all of you to take. The survey, which asks key questions about issues involved in floating among all units in the hospital, should only take you five minutes to complete. The resulting information will be very helpful to our bargaining team.

Please click on the link below and spend five minutes taking the survey so we can be better prepared to talk about this proposal when we negotiate again Jan. 26.

Click here to access our online survey.

Update Your Contact Information

Throughout the year it is critical the bargaining unit team and ONA labor relations representatives are able to communicate openly and efficiently with nurses. It is even more critical during contract negotiations. The ONA website, mail at home and emails at home continue to be the best methods of getting negotiation updates to all members as quickly as possible.

Unfortunately, many members aren’t getting the most up-to-date information because ONA doesn’t have a current mailing address or home email address on file for them or the email address on file is a work email.

ONA is often restricted when sending out mass emails to employer-based email addresses and if we don’t have a current mailing address or home email address that results in many members not receiving the critical information they need as quickly as they should. To remedy this situation, ONA is encouraging all members to go to www.OregonRN.org and click on the membership tab, then update your contact information on file to include a personal (non-work) email address to ensure the messages get through in a timely manner.

Together we can make sure everyone is involved and stays informed!

Reminder — You Must Be an ONA Member in Good Standing to Vote on Tuality’s Contract Ratification

Our members are our strength. Together, we can ensure the future of our profession; that is the true value of membership in ONA.

By becoming a member, you add your voice, your experience and your passion for your profession to our more than 12,500 represented nurses.

To access a ONA - Tuality Community Hospital Membership Application please click here.

If you have any questions, please contact any member of our Bargaining Team.
Meet Your ONA Nurse Practice Consultant Tonya Tittle, MSN, RN

Tonya Tittle, RN, MSN, joined ONA in October 2015, bringing with her a wealth of expertise in critical care practices from multiple hospital systems – Oregon Health & Science University, Providence and Tuality Healthcare.

Over the past 12 years, Tittle has come to realize the different hospital systems are interconnected in their processes and structure.

Tittle looks forward to sharing those insights with her fellow ONA nurses, as they too grapple with challenges in their units and facilities.

“I value the time I spend in meetings and listening to my peers. When a question arises, I find sharing the experiences I’ve had working in other facilities enables me to suggest related solutions I’ve seen. It’s great when nurses say ‘That totally works for us.’ So often, a new approach breaks the constriction and we all move forward.”

I’m also seeing that some nurses’ lack of ownership for changing their workplace is driven by a perception that it is someone else’s responsibility. I tell them it’s my experience that no one else is going to do it for them.

Once I share that observation and give them permission, then help by providing a pathway, it’s empowering. Nurses are able to make meaningful change.”

Tittle, who has an 11-year old daughter, has been a working mom, a graduate student and an adjunct professor at Linfield College. She’s used to having little free time. When she can carve out a moment, Tittle reads widely and especially enjoys seeing her daughter develop her own passion for horseback riding. “Just watching my daughter with the horses feels good,” she said.

Tonya Tittle can be reached at tittle@OregonRN.org or 503-293-0011 ext. 317

Sign Up for Union Leadership Training

In 2016, nurses will face challenges from anti-worker groups on our ballots, in our courts and in our workplaces. As you know, these anti-worker attacks are blatant attempts to boost corporate profits at the expense of Oregon’s working families and to silence the voice of represented nurses and other workers. These attacks will make it harder for nurses across the state to advocate for patients and preserve the practice standards we’ve fought for.

To prepare for these challenges, ONA is working with partner organizations to provide training for nurses who want to learn how to combat anti-worker attacks and increase our ability to advocate for our patients and coworkers. Join union leaders from across the state for a one-day training in Eugene Feb. 13 or a one-day training in Portland Feb. 20 to learn more about the challenges we face and how we can overcome them together.

If you are interested in attending one of the union leader trainings in Eugene or Portland, please contact Chris at Hewitt@oregonrn.org.