Bay Area Hospital (BAH) Bargaining Update #12
July 22, 2022

Executive Committee
Chair
Gary Salcedo, RN

Co-Chair:
Jennifer Traylor, RN

Secretary/Treasurer
Vacant

Grievance Officer
Rachel Beissel, RN

Membership Chair
Sue Matthews, RN

PNCC Chair:
Melanie Birdwell, RN

Staffing Committee Co-Chair
Rachel Beissel, RN

Bargaining Team
Allison Herbert, RN
Ling Mork, RN
Rachel Beissel, RN
Alex Johnson, RN
Harry Brown, RN
Jennifer Traylor, RN
Gary Salcedo, RN
Meg Steel, RN
Susan Sefers, RN

ONA Staff:
Courtney Niebel
Misha Hernandez

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ONa/BAH bargaining team at the table L to R: Misha Hernandez ONA Labor Representative, Ling Mork, Rachel Beissel, Jennifer Martin, Meg Steel, Harry Brown and Susan Sefers.

300 Days of Bargaining – TA Reached!

On day 300 of bargaining (July 20), the negotiating team of ONA/BAH reached a tentative agreement with BAH management.

The ONA team came ready to negotiate and BAH administrators made a financial proposal that was significantly better than the previous offer. Along with improved financials, there were wins around quarantine time loss, floating and rest between shifts. Please see the outline of the wins below.

A full version of the newly proposed contract, aka a redline, will be available for review early next week. The redline will be printed and posted as well as available online on the ONA BAH page www.OregonRN.org/BAH.

Voting will take place online and be held from noon on Wednesday, Aug. 3 and to Friday, Aug. 5. More details about the election will be posted next week as well.

Economic Package Proposal, June 10, 2022

Effective April 24, 2022:

- Increase the wage rates for all classifications contained in the labor agreement by five dollars ($5.00) per hour.
- Increase the weekend shift differential to two dollars ($2.00) per hour.
- Increase the evening shift differential to two dollars ($2.00) per hour.

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Increase the night shift differential to five dollars and fifty cents ($5.50) per hour.

Increase charge nurse pay three dollars and fifty cents ($3.50) per hour.

Effective July 3, 2022:

✦ Increase the wage rates for all classifications contained in the labor agreement by four percent (4%) per hour.

✦ Increase the weekend shift differential to two dollars ($2.50) per hour.

✦ Increase the evening shift differential to two dollars ($2.50) per hour.

✦ Increase the night shift differential to six dollars ($6.00) per hour.

✦ Float Pool differential two dollars and seventy-five cents ($2.75)

✦ Rest Between Shifts: Nurses who are called in to work will be afforded an opportunity for adequate rest at a minimum of (10) hours before reporting to work for their next scheduled shift. If the hospital cannot provide for the full ten (10) hours of rest, the nurse will be paid time and a half for all hours actually worked due to call; however, such time and a half premium will not be combined with any other time and a half or incentive premium.

✦ Quarantine Time Loss: In the event a nurse is required by the hospital to quarantine after a workplace exposure to communicable disease, and the nurse is unable to perform other work consistent with the quarantine order, the nurse will be permitted to supplement workers compensation benefits with accrued Extended Sick Leave (ESL) benefits without first completing the 24-hour waiting period. Nurses who do not have enough PTO or ESL to cover the normal two weeks of quarantine may borrow up to 40 hours of PTO from future accrual.

✦ Ratification Bonus: Pay ratification bonus per chart above shows prorated from January 1, 2022 and by current FTE. (FICA grossed-up)

Ratification Bonus

<table>
<thead>
<tr>
<th>FTE</th>
<th>BONUS</th>
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<tbody>
<tr>
<td>0.90 and above</td>
<td>$4,000.00</td>
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<tr>
<td>0.80 to 0.89</td>
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<td>0.70 to 0.79</td>
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<tr>
<td>0.39 and below</td>
<td>$500.00</td>
</tr>
</tbody>
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Effective the first full pay period following July 1, 2023:

✦ Increase the wage rates for all classifications contained in the labor agreement by the greater of two percent (2%) or the twelve (12) month non-seasonal adjusted CPI-W index as of the June reporting period, not to exceed four percent (4%).

Term of the Agreement:
through 11:59 p.m., June 30, 2024.