BAY AREA HOSPITAL

and

OREGON NURSES ASSOCIATION

BAY AREA HOSPITAL REVISED ONE YEAR SETTLEMENT OFFER

March 29, 2022
In light of the unprecedented and adverse impact of the COVID-19 pandemic, Bay Area hospital proposes a one (1) year contract extension in order to provide an opportunity for Hospital operations to return to something close to “normal” over the course of the next ten (9) months.

The Hospital proposes that the Labor Agreement between BAH and ONA, which expired on December 31, 2021, be renewed without change except for the additions, deletions and modifications described below. Any provisions of the current contract not addressed below are to remain unchanged in the proposed successor labor agreement. The Hospital’s proposals described below are presented in redline fashion with new language underlined and language to be deleted appearing with a “strike thru.”

The Hospital reserves the right to correct any substantive, typographical, housekeeping or spelling errors contained in this proposal when preparing signature copies of the parties’ successor collective bargaining agreement.

This offer is expressly contingent upon a peaceful settlement without a labor dispute, strike, boycott activities, handbilling, union-sponsored or supported disparagement of the Hospital or any of its employees, or picketing of any nature by employees covered by this contract or by the Union. In the event of a labor dispute, picketing of any nature, handbilling, or any boycott activity or disparagement activity, this offer shall be subject to withdrawal, with or without advance notice in order for the
Hospital to take into consideration the changed economic circumstances caused by such activity.

The Hospital requests that this offer be ratified by the ONA bargaining unit with no subtractions, additions or modifications no later than 5:00 pm, April 13, 2022. Written confirmation of such ratification must be received by Richard J. Alli, Jr., at 200 SW Market St., Suite 1900, Portland, OR 97201 or by email at ralli@bullardlaw.com on or before the deadline noted above. In the event receipt of written confirmation by the Union that this offer has been ratified is not received by 11:59 p.m., April 13, 2022, this offer shall be subject to automatic withdrawal by Bay Area Hospital and if withdrawn shall have no further force and affect.
HOUSEKEEPING

- Change dates to reflect newly bargained term throughout the Contract.
- Anywhere he, him and his are referred add her and she.
- Anywhere there are numbers or dollar amounts add the words and vice versa. Example eighty percent (80%)
- Correct punctuation and grammar throughout as appropriate.
- Renumber to account for additions/deletions.
- Any reference to days in contract (without designating calendar or working in front) will be changed to be a reference to calendar days everywhere in contract. Existing references to work days will not be effected by this change.
- Delete extraneous language where applicable

1. Increase the wage rates for all classifications contained in the labor agreement by five dollars ($5.00) per hour with such wage increases and increases in certain premiums to become effective April 24, 2022, provided this agreement is ratified and such notice of ratification is provided no later than 5:00 pm, April 13, 2022. The retroactive pay adjustments described above will be paid to eligible nurses in the bargaining unit on or before April 13, 2022.

2. Upon ratification, the Hospital will provide a one-time ratification bonus payment in lieu of a previously offered and rejected retro pay of two thousand dollars ($2,000) for each nurse budgeted at a 1.0 FTE (eighty (80) hours per pay period). Nurses with a lower FTE or budgeted hours will be paid the ratification bonus based on the following schedule.

<table>
<thead>
<tr>
<th>FTE</th>
<th>Bonus</th>
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<tbody>
<tr>
<td>1.0</td>
<td>$2,000.00</td>
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<tr>
<td>0.9</td>
<td>$1,800.00</td>
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<tr>
<td>0.8</td>
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<tr>
<td>0.7</td>
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<tr>
<td>0.6</td>
<td>$1,200.00</td>
</tr>
<tr>
<td>0.5</td>
<td>$1,000.00</td>
</tr>
</tbody>
</table>
Nurses must have been employed prior to January 2, 2022 and must be active as of the payment date to qualify for such ratification bonus. The nurse FTE at the time of the payment will be used to calculate the amount of the ratification bonus to be paid to such nurse. This ratification bonus will be paid to eligible nurses in the bargaining unit on April 24, 2022.

3. Beginning the April 24, 2022, increase the weekend shift differential to two dollars ($2.00) per hour.

4. Beginning April 24, 2022, increase the evening shift differential to two dollars ($2.00) per hour.

5. Beginning April 24, 2022, increase the night shift differential to five dollars and fifty cents ($5.50) per hour.

6. Beginning the first full pay period following ratification, increase charge nurse pay three dollars and fifty cents ($3.50) per hour.

7. The Hospital and Union will commit to work together between the ratification of this offer and the next round of negotiations for a successor labor agreement to discuss and recommend improvements to the contract relating to such topics as scheduling and floating which are considered to be illustrative examples only. The Labor Management Committee, Staffing Committee or other yet to be determined committees may be used for such discussions and mutually agreeable
recommendations.