NEW CONTRACT RATIFIED

In voting that closed on Friday, July 7, our bargaining unit ratified the contract we recently bargained with our employer. Of the 14 Benton County ONA members who voted, all 14 (or 100 percent) voted YES to ratify. Of our 18 ONA dues-paying members, 78 percent turned out to vote.

Thanks to our bargaining team who worked many hours to research, develop, and present strong proposals. We met with the employer in five bargaining sessions beginning April 13 and ending on June 22.

HIGHLIGHTS

We will no longer have a Pay for Performance system but have a true wage scale. We moved the employer to a 12-step wage scale; the other two labor unions at Benton County have six-step wage scale.

In the first year of our contract, nurses will receive pay increases averaging 5.65%. Each nurse will immediately move to the step above their current wage rate. On their next anniversary date (or on July 1 if that is their anniversary date), each nurse will move to next step. These wage increases are earned in the pay period beginning July 1 and paid at the end of July.

During the first year, nurses will receive pay increases between 2.0 to 8.45 percent of current wages. No nurse will take a pay cut in this process.

Other major highlights of this agreement:

- The County will pay $40 per month for AFLAC Short-Term Disability Premium
- Annual personal leave of 64 hours
- The County can create leadwork role with 5% differential.
- Exceptional pay performance, up to $2,500 at request of Director, once per fiscal year. 12-month lookback starts immediately with new contract.

We will provide more information about a celebratory party after the Commissioners vote to approve our contract on July 13.

For more information, contact any member of our bargaining team (Angela Edwards, Niki Kelley, or Terry Deeds) or our labor rep, Gary Aguiar, text/call 503-444-0690 or Aguiar@OregonRN.org.