Tentative Agreement Reached!

On Monday, June 13, we reached a tentative agreement with the County on the comprehensive contract. This was after nearly five full days of bargaining. Here are the highlights:

**6% ACROSS THE BOARD RAISES**

On July 1, everyone will receive a 6% raise. This includes two nurses receiving pay increases after we raised equity concerns.

**COST OF LIVING ADJUSTMENT**

In the following years, there will be no less than a 2.5% raise and no more than 4.5% raise in each year based upon the consumer price index. This is the cost-of-living assessment done by the Bureau of Labor Statistics (federal department utilized by most counties to guide wage negotiations).

**DISCIPLINE PROCESS IMPROVEMENT**

There was a lot of language improvements as this contract was last negotiated six years ago. This resulted in an improved discipline process, moving the lowest level of discipline to counseling, and putting a limit on unpaid suspension as a matter of discipline for no more than three shifts.

**PTO AND MEDICAL LEAVE**

Cleaner language on how to use your varying paid time off (sick leave, comp time, vacation) for medical leaves.

**LICENSE RENEWALS**

Nursing license renewals are now paid by the County.

**EDUCATION FUNDS**

Nearly tripling the education funds to be $1,500 for full time and $950 for part time annually.
Tentative agreement reached

Supervisor Duties
Removing supervisory duties from work out of class language as supervisors cannot be unionized.

This is not an all inclusive list of the improvements achieved.

We agreed to a three-year contract which will now expire on June 30, 2025.

We will be sending the comprehensive agreement to the emails we have on file for an electronic vote soon. **Hopefully no later than Friday, June 24.**

You do need to be a dues paying member in order to be eligible to vote.

Your bargaining team (Mandy Mattison and Tracy Maurer) recommends a yes vote.

Become a Member Today!

Not a member?
You can sign up quickly here at:  [www.OregonRN.org/Apply](http://www.OregonRN.org/Apply)

Members Have a Voice
ONA members are the only nurses who can vote on contracts and other issues that matter to nurses.

Members Give Us Power
Each member gives us added strength at the bargaining table to advocate for improvements to patient care, nurse staffing and other important issues.

Members Are Our Leaders
Members can develop their leadership skills through ONA’s Nurse Leadership Institute (NLI) and take advantage of leadership opportunities by serving on your bargaining unit leadership team, Professional Nursing Care Committee (PNCC), any of ONA’s practice, ethics, or health policy cabinets and the ONA board of directors.