TENTATIVE AGREEMENT REACHED!

A tentative agreement was reached on the evening of Oct. 24 by your bargaining team and the hospital!

The nurses involved in negotiations started gearing up to work on this contract in December 2022. They dedicated countless hours to reviewing the contract and determining needed changes to positively impact the working conditions for ALL nurses at Coquille.

Negotiation sessions began in May 2023 and the bargaining team met with management over more than ten days, missing out on their own paid work time and utilizing their own paid time off (PTO) to fight for the nurses at Coquille.

You can help show your support and appreciation for these nurses who dedicated so much of their time and energy to these negotiation sessions by donating some of your PTO to help offset the loss in wages for these nurses.

Nurses interested in doing so may utilize the hospital PTO donation form and request that the funds be distributed to the ONA PTO donation fund for distribution.

THE NEXT STEP!

We will be voting on the tentative agreement (TA) within the next week or two. The voting details including the voting process, dates and times will be announced once the opening date has been determined and the complete redlined version of the contract is available.

Make Sure Your Information is Up to Date

Click the link or scan the QR code below to make sure ONA has your correct email. This ensures you receive important updates on the contract ratification vote information. If you have not consented to receive communications from ONA you will need to do so in order to vote on the contract.

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General Overview of Tentative Agreements

**WAGES:**
- 7.5% wage increase for 2023. Includes a one-time payment for retroactive pay from the first pay period of July to current
- 6% wage increase on July 1, 2024
- 4% wage increase on October 31, 2025
- Contract expiration of October 31, 2026
- “On Call” rate increased to $5.00 per hour
- Preceptor/Orienteer rate (for both students and experienced nurses) $2.00 per hour
- BSN differential to $1.00 per hour
- Night shift differential to $5.50 per hour
- Weekend differential to $2.25 per hour
- Continuation of “short shift incentive”
- Addition of new “shift sign-up” incentive to be paid out at 1 and ¾ base pay rate for picking up shifts prior to the schedule coming out above FTE

**INSURANCE AND BENEFITS:**
- Coquille Valley Hospital will continue to pay the employee portion of the Paid Leave Oregon assessment
- Potential health insurance changes due to possible structure changes within the facility will allow for negotiations of the effects prior to implementation.
- Cafeteria 125 plan will be placed for nurses by July 1, 2024

**PTO:**
- Increase based on hours actually worked.
- **for a FT 36 hours/week nurse increase will result in additional 8 hours/year on ratification and another increase of 8 hours/year on July 1, 2024.**

**RETIREMENT:**
- Hospital will provide 1.5% of salary contribution and a dollar-for-dollar match to 6% on the 403b with quarterly deposits

**PROFESSIONALISM:**
- Dedicated staffing language to support the work of the nurses in the staffing council.
- Voluntary education funds of $750 and 30 hours/nurse/year
- Increased mandatory education language