Tentative Agreement Reached!

Our teams met again for a final negotiation session that has resulted in a tentative agreement! Your ONA bargaining team fully supports a yes vote for ratification. As per all negotiations, we did not get all the improvements we proposed, nor did the hospital get all the proposals they made to contract language.

We reluctantly agreed to eliminate the tuition reimbursement program and agreed to new language that bargaining unit (BU) nurses may be called off before traveler nurses if the travel contract requires payment whether the nurse works or not. We understand that those are significant losses.

However, we were successful in securing improved paid time off (PTO) language which allows PTO to now accrue on all compensated hours including PTO.

Increases to the wage scale effective the first full pay-period after ratification of 3 percent for steps 1-7; 2.50 percent for steps 8-15 and 1.75 percent for steps 16 and above. Across the board increases for all steps of 1.50 percent effective the first full pay period following July 1, 2021, and 2 percent across the board increases effective the first full pay period following July 1, 2022, and a ratification bonus of $750 for full-time nurses and $350 for part-time nurses.

We recognize the financial impact on our hospital over the past few years and negotiated what we believe is the best contract we could get at this time. Please watch your personal email for a comprehensive summary of the contract changes later this week and join our drop in question and answer zoom session (see below). We will post notification of the ratification vote and we are asking for your support of this contract.

In Solidarity,
Your ONA Negotiation Team

UPCOMING 2021 STEWARD TRAININGS

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<th>Grievance Handling Training</th>
<th>Building Worksite Power Training</th>
<th>Introductory Steward Training</th>
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<td>Saturday, Feb. 27</td>
<td>Tuesday, March 16</td>
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Space is limited so register today at: [www.OregonRN.org/Steward-Training](http://www.OregonRN.org/Steward-Training)
Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

This year, you will have multiple opportunities to advocate for your profession and patients, including:

- Virtual Legislative Meetings
- Video Testimonials
- Online Letter Submission

Learn more and register for Nurse Lobby Week and Membership Meetings at:

www.OregonRN.org

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care

Leg. Agenda Membership Meetings

Get your first updates on legislative hearings and priorities this legislative session.

- Wednesday, Feb. 3, 6-7:30 p.m.
- Friday, Feb. 5, 6-7:30 p.m.