Your executive team and the bargaining unit representatives met after the last informational session on Friday, Nov. 17 and asked that we put some language in the contract to ensure that the employer continues to pay the employee portion of the Oregon Paid Leave tax and to ensure that the employer will replace OPL with a short-term disability product if OPL is no longer available. The hospital agreed to:

“For the foreseeable future, the Hospital will pay the Employee portion of the Paid Leave Oregon, consistent with the benefit package for all employees of GRH.” The hospital did agree it would be replaced with another short-term product if needed.

We will be holding a vote on the revisions to Articles 6 & 7 as proposed by the hospital. Your bargaining team is remaining neutral on this proposal.

To view the redline, please follow the link below:


A NO vote means that you will start paying the OPL tax for yourselves instead of the employer paying it. You will continue to accrue 48 hours (full-time prorated for anyone with a FTE of less than one) EIH in addition to the benefits of OPL. You will not receive the 16 hours (prorated based on FTE) of additional earned leave the employer is offering you to switch.
Please view the calculations below, I did not attempt to prorate the FTE for the calculations of EIH or EL

A brand new nurse at step one working 72 hours per pay period would earn:
$39.34 x 72 hours = $2832.48.

$2832.48 x 0.60% = $16.99 per paycheck for paying the PLO tax.

$16.99 x 26 = $441.74/ yearly cost of the tax to employee

48 hours x $39.34 = $1888.32 if this employee needed to use EIH this year, remember every step added increases the worth of this benefit.

$1888.32 (EIH) - $441.74 (OPL tax) = $1446.58

$39.34 x 16 hours extra EL = $629.44

Please plug in your own numbers and calculate this for yourself as well. Here is a link to the OPL site which has a calculator: https://paidleave.oregon.gov/employers/contributions-calculator.html

A YES vote means you will no longer earn EIH after January 1, 2024. You will receive up to an extra 16 hours of EL based on your FTE.

You will not have to pay the Employee portion of the OPL tax “For the foreseeable future”.

**VOTE INFO AND TIMELINE**
The vote will open Monday, Nov. 27 at 9 a.m. and will close Monday, Dec. 4 at 11:45 p.m.

**VOTING ELIGIBILITY**
All ONA members in the GRH bargaining unit are eligible to vote. If you are not currently a member and want to join to be eligible to vote, visit www.OregonRN.org/Apply

**WHAT TO DO IF YOU DO NOT RECEIVE A BALLOT**
Search your junk/spam folders (and your promotions or other tabs in Gmail) for an email from the Oregon Nurses Association.

invitation@mail.electionbuddy.com.

If you did not receive your ONA ballot via email or text message, please complete the form below: www.oregonrn.org/missingballot.

If you have further issues, please email news@OregonRN.org.