Wage Agreement

On April 1, 2021 the hospital and ONA-GRH leaders met once again to discuss wages for the next two years. Initially, administration only offered a four (4) percent increase in wages over the next two years.

Our ONA negotiation team worked hard to rally support and solidarity among the nurses to show that retaining rural nurses was a need and priority.

The hospital and negotiating team agreed to a total of 5.25 percent wage increase for the next two years (2.75 percent this year and 2.5 percent next year). This will take effect on the first full pay period following May 1.

Know Your Contract

10.9 Temporary Nurses
Have you been experiencing low census or being put on-call when a temporary nurse is working? If so, this section is for you! See contract link in sidebar.

10.9.1
The parties agree that full- and part-time registered nursing staff employed by the hospital are most likely to provide the desirable level of nursing care, to provide care to patients at an economical cost and to provide the necessary balance in the assignment of shifts. It is understood that hospital employed "Float" and "Casual" nurses are also hospital nursing staff. The hospital's basic policy shall be to use its registered nursing staff to the exclusion of temporary registered nurses from an outside agency except in unavoidable situations.

So, what does it really say? Full-time, part-time, float, and casual nurses are hospital employees, you get paid by the hospital and receive benefits from the hospital (if applicable); the hospital also agrees to try and avoid the use of temporary nurses as they want to prioritize the staff at GRH.

10.9.2
Such temporary nurses shall be used only as a supplement to and not in lieu of hospital registered nursing staff. Prior to utilizing a temporary nurse, the hospital shall take all steps available to cover a shift or partial shift with its own nursing staff. Before making any use of a temporary nurse, the hospital shall offer each shift or partial shift to the members of its own registered nursing staff who are qualified to perform the work. These offerings shall be made as soon as any scheduled opening is discovered by the hospital and shall be immediately communicated to the qualified hospital nursing staff by written notice posted on the Nursing Services' central bulletin board.

Translation, the hospital should offer open shifts to their hospital-employed nurses before making use of a temporary nurse, this includes being put on-call. Additional information about the rotation of low census can be found in Article 16.10.

Know your contract, know your rights, and know who to contact when you need help.
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We offer three, rotating steward trainings. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

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**ONA Virtual BULC, June 25**

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.