



GRANDE RONDE HOSPITAL NEGOTIATION UPDATE

April 23, 2025

Updates from the Table

The administration and your ONA negotiating team have engaged in numerous discussions that we anticipate will potentially lead to system change and a deeper mutual understanding. We have reached several tentative agreements after spending five days at the table negotiating our upcoming contract. Below you will be able to see some highlights.

- **Article 2.10:** PTO sell back for ONA negotiating team will be at face value (not 90%) in the first pay period in May. If you wish to donate to your negotiating team.
- **Article 3.10:** The hospital will provide a list of all committees and workgroups available for nursing staff participation electronically and will update the list quarterly. This gives you the opportunity to get involved where you are most passionate. Whether it is at a department level or Grande Ronde Hospital organization level. Make a difference and get involved.
- **Article 4.3.1:** Nurses will be compensated for all study hours per the AHA coordinator's suggested times. (No longer 50%)
- **Article 6.7:** You can take more than 2 weeks of PTO off at one time. Just know that HR will evaluate any requests for greater than two weeks to ensure compliance with any protected leave laws and will help facilitate any eligible leave if applicable. Make sure your request this time off at least 30 days in advance to allow time for this evaluation.

Negotiation Team

*Sarah Hancock
(ICU)*

*Claudia Klean Boltz
(Med-Surg)*

*Chrissy Doud
(ER)*

*Heather Cunningham
(OB/Infusion)*

*Danny Snell
(Surgical Services)*

*Josh Ebel
(ICU)*

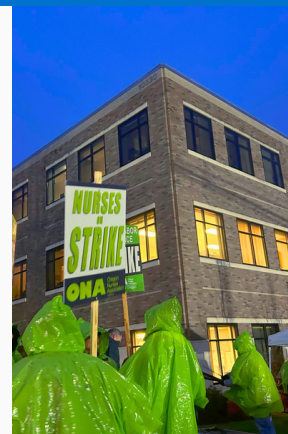
Labor Representative

Rhonda Kenny
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Kenny@OregonRN.org

ONA
Caring for Oregon

Updates from the Table ... continued

- **Article 7:** EIH will be staying for all ONA-contracted nurses!
- **Article 7.1.1:** Bereavement leave will follow the Oregon Family Leave Act. It will include all family members as defined in the act. This also allows for more time off for bereavement.
- **Article 8.6:** Any shift of PTO that is denied will be posted per the electronic scheduling software to encourage staff to pick these shifts up. These requests will be granted as soon as the shifts are picked up.
- **Article 9:** There is no longer designated major and minor holidays. All holidays are all grouped together under holidays.
- **Article 10:** We have not yet reached a tentative agreement on article 10. Administration and your ONA negotiating team have been working together to try to create contract language that would change the rate at which a casual nurse would accrue seniority. This would incentivize those casuals who are working increased hours.
- **Article 11:** Nurses may be offered light duty work, but only if there is light duty work available.
- **Article 15.6:** There is now an option for mediation in the grievance procedure.
- **Article 19:** We have not yet reached a tentative agreement on the low census rotation for being placed on-call. This will be changing though so be sure to make yourself familiar with this article when we release the red line for everyone to see.
- We will be keeping the involuntary HC/OC 25% cap for all departments.
- **Article 24:** We have agreed to a 2-year contract.
- **Appendix A:** ONA presented their opening proposal for all monetary items on Friday, April 18. We anticipate negotiating these items on Thursday, April 24 and Friday, April 25.



Language Changes

- EL is now referred to as PTO. All EL has been changed to PTO to reflect this change.
- Grande Ronde Hospital no longer employees an Inpatient Director. Director has been removed from all contract language.
- The term premium has been removed. Any incentive pay will be designated by the appropriate terms, such as: Overtime, Extra Bonus Shift, Short-Notice Shift, Holiday, etc.

Donate To Your Negotiating Team

Any nurse who would like to help support the negotiating team can sell back a few hours of PTO (paid at face value) and donate the money after receiving it to the negotiating team. The time period to do so is between now and May 1, 2025.

You can find the PTO Sell-Back Request Form in Kronos by navigating to: My Information > My HR > HR Actions. Please submit the Paid Time Off Sell-Back Request Form by 4:30 p.m. Thursday, May 1. These funds will be included in your May 9 payroll.

Once you receive these funds you may send any donations to Sarah Hancock via Venmo, and Sarah will collect all donations and split the donations equally amongst the negotiating team. We appreciate your support.

Sarah Hancock

@Sarah-Hancock-76



venmo

Redline Agreement

Watch for the redline agreement to follow this newsletter shortly. Once negotiations are complete, a redline agreement will be posted for everyone to be able to review all the contract changes and be able to vote for ratification.