Tentative Agreement Reached!

Our ONA negotiations team met with hospital representatives for our fourth and fifth sessions on Feb. 21 and 25. The session on Feb. 21 was short and not very productive, but our session on Feb. 25 extended until 7 p.m. and we were able to reach a tentative agreement!

The bargaining team supports this agreement and encourages our nurses to vote YES to ratify when the vote opens. Details for our vote will be coming soon.

We are extremely happy to report that our top priority was achieved! Nurses will now move up the step scale annually after working for at least one calendar year and 1,000 hours (reduced from 1,200). No more waiting two, three, or four years between step raises! We have also secured raises of 1.75 percent this year, 2.25 percent next year, and negotiated increases to differentials for weekends, call, and precepting.

Another huge priority was in clarifying what a core schedule is versus a flex or variable schedule. We were able to clarify all of the above and limit the number of flex positions that can be posted so that the hospital will stop eroding the core schedules we fought so hard for.

Other wins include:

- Increased to 100 the number of hours over your annual accrual that can be banked.
- Added in a recognition that our agreement will cover personal home care nurses.
- Decreased to 1,000 the number of hours required to work annually. This will make it easier for our part time and per diem nurses to advance on the step scale.
- Extended the paid time off (PTO) request period to nine months, and removed language that only one RN can be off at a time in each department.
- Removed the holiday A/B rotation and placed the preference system that was trialed previously.
- Changed meal break language to make it easier for us to get everyone a mid-shift break.
- Added language for nurses who are called to testify due to a workplace incident to be paid.
- Added a partial reimbursement for ambulance/air ambulance insurance.
- $5 per hour bonus pay for nurses agreeing to pick up an extra shift of call within six hours of the start of the shift.
- Moved the SANE nurse premium to the body of the contract rather than in a letter, which would need to be renegotiated each year.
- Incorporated the surgical services call coverage into the agreement and clarified start and stop times for call coverage.

A full redline version of the tentative agreement will be printed soon and made available online. We will notify members via email and text message when the tentative agreement is ready to view.

A ratification vote will be held on Thursday, March 7, from 0630 - 0800, 1100-1300, and 1600-2000. We are working to secure a conference room at the hospital and will announce the location soon.

Absentee ballots can be requested by emailing Salemi@OregonRN.org. Nurses requesting an absentee ballot must provide their name, address, and a phone number where they can be reached. All ballots must be returned no later than 1800 on March 7, 2019.

SIGN UP FOR TEXTS!

Stay up-to-date on your ONA contract negotiations, bargaining actions, events and meetings at GSMC, and all your ONA news with a new ONA text messaging service offered to ONA members. The text messaging service offers limited, timely updates on what’s happening in your bargaining unit and on other important issues that affect you and your patients.

Message frequency may be periodic. Msg & Data rates may apply. To cancel, send STOP to 43506 at any time. For help, send HELP to 43506 at any time.
YOUR NEGOTIATION TEAM

Your negotiation team has donated over 200 hours of their time so far to negotiating our contract. Please consider making a PTO donation to them so that they can continue to participate without a loss of benefits during this process.

See HR for a PTO donation form, check your unit’s ONA boards, or your hospital emails.

ONA/GSH Negotiation Team

♦ Laurie Hartung, BU Chair, ED
♦ Amber Boren, Grievance Chair, ACS
♦ Anne Peterson, Sec/Treas, ED
♦ Tamie Cline, BU Vice Chair, Surgery

ONA BU LEADERSHIP CONFERENCE

April 10-11, 2019
Portland, OR

Who Should Attend

Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration

Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon