A description of all substantive contract changes contained in the tentative agreement are listed below. If the contract article is not listed, it was never opened for discussion by either party. To read the specific language changes, please see the redline document.

**Article 1: Recognition**
- Replace “General Duty” with “Regular”
- Include “Charge Nurses”
- New language ensuring any new nursing positions will be reviewed by ONA to determine whether they belong in the bargaining unit or not

**Article 2: Association Privileges**
- Membership requirement changed to within 90 days instead of after 90 days
- Religious objector additional examples of charitable funds included
- Updated language to “Involuntary” termination; change requirement to terminate from 7 to 10 days
- Update lists ONA receives to include transferred employees and seniority date
- Updated language on posting of notices and include language for GSRMC to notify ONA if a posting needs to be removed
- Paid time for New Employee Orientation (NEO) of 60 minutes as long as it doesn’t drive overtime (OT); include language to describe process when Association rep presenting NEO is not on scheduled time during NEO; include nurses who transfer into the bargaining unit (BU) to attend NEO at paid time too
- Additional language requiring BU reps to work with supervisor to arrange time to attend investigatory/disciplinary meetings during work hours

**Article 3: Personnel Categories**
- New definition of “Introductory Nurse” to include new grads
- Remove “as offered to the majority of SHS employees” from determination of health & welfare eligibility language and add “as outlined in Article 18” instead
- Clarify that medical center has discretion in terminating per-diem nurses who have not met requirements
- Move language about pay and potential benefits for per-diem nurses to Articles 5 and 18

Continued on page 2
New definition of Clinical Coordinator/Charge Nurse; additional language requiring all reasonable attempts to have a Clinical Coordinator/Charge Nurse on each shift

**Article 4: Non-Discrimination**

- Describes process for reporting discrimination for union activity
- Add “sexual orientation, gender identity” to list of protected classes

**Article 5: Hours of Work, Scheduling & Staffing**

- Provide a third rest period for nurses working 10-hour shifts
- Delete line ensuring pay for a late meal period (maintains pay for a missed meal period)
- Timing of meal period to allow 8-hour shift RNs to receive meal break as late as the end of the 5th hour of shift and end of the 7th hour of shift for 10- and 12-hour RNs
- Remove language requiring RNs to document notification to leadership of anticipated missed meal period
- Added language moved from Article 3 re: per diem overtime
- Move weekend pay provision to Article 22; time-and-half plus $20 for all extra weekend shifts worked (not applicable if you call in sick for any shift within the same pay period)
- Holiday premium pay no longer cancels out extra shift pay for extra shifts picked up in the same pay period
- Work schedule published “no later than 0600” three weeks in advance
- New language requiring shift trades be document by the nurse in Kronos and all parties agree
- Nurses not on-call but willing to come into work “on an unscheduled day” shall have 2 hours from time of “initial offer of the shift” to report to work
- Protected leave will not be counted against unit’s quota for days off “except on closed units”; approved paid time off (PTO) days on closed units will not be rescinded if additional staff are off due to protected leave
- Voluntary education scheduled on regular days off will not be denied based on unit quotas for PTO or education
- Add “required certifications” and “orientation to the physical environment” to list of reasons not to float a float nurse first
- First consideration for floating to “nurses not represented by the GSRMC Association” instead of listing “agency and contract”

**Article 6: Paid Time Off (PTO)**

- PTO “requested” rather than “self-scheduled”
- RN can rescind PTO request only prior to schedule being published if sufficient PTO cannot be accrued
- Approved PTO cannot be rescinded by the hospital unless sufficient PTO “cannot be accrued by the time of absence”
- Clarify that PTO occurring during the week of Thanksgiving and pay periods containing Christmas and New Year’s will be in accordance with departmental policy only “for departments not supported by the Staffing Office”
• Manager must agree to PTO rescission of PTO made after the schedule has been published
• PTO rescinded by a nurse may be offered to the next RN with a PTO request for that date
• Bargaining team nurses will not be expected to report to work on the day of a negotiation session or the shift before or after a session for night shift nurses
• Reduce max PTO bank from 960 to 700 hours in 2021, all hours above 700 in the bank Dec. 31, 2020 will be converted to cash and added to payroll check

Article 7: Leave of Absence
• Seniority accrued up to six months during a Workers Comp leave
• After protected leave is done, will work with HR to determine options rather than apply for personal leave of absence (PLOA)
• A nurse returning from protected leave will be returned to their former assignment even if it means displacing a nurse who picked up their shifts
• Medical leaves outside of protected leave will be in accordance with “the SHS Disability Accommodation Process – Americans with Disabilities Act policy”
• Eliminate language limiting additional personal leave to six months or less
• Eliminate language re: voluntary termination if don’t report to work on first scheduled day after leave expired
• Clarify that miscarriage is covered by bereavement leave
• Replaced jury duty language with language from policy (more generous & specific)

Article 8: Education Leave
• The professional nursing care committees (PNCC) may approve applicants for paid educational leaves without cooperation from the Nursing Educator
• Education will not create an overtime situation without pre-approval by management
• The PNCC will receive 16 hours paid time per month to process report on education fund utilization
• Per diem nurses may cover two shifts per schedule for other nurse on their home unit to attend mandatory education and per diem will have these shifts counted toward their requirements
• Included pursuit of MSN or BSN as educational programs for which nurses may take up to two days per year unpaid to attend with manager approval
• RNs who attend mandatory Samaritan Health Systems (SHS) education on their regularly scheduled shift will no longer be forced to take PTO if the class is shorter than their shift. RNs will have the choice to use PTO, PNCC funds or voluntary online education or stay and complete additional mandatory education online

Article 9: Seniority and Layoff
• New RN Trainee’s & Interns will now enter the bargaining unit upon hire
• BU employees may retain accrued seniority as long as they are continuously employed by any SHS facility
• Eliminate language requiring hospital to post requirement for “the actual position to be filled”
• Include qualifiers to choose a junior nurse for a position including relevant certifications, educational or workshop credits, demonstrated abilities as reflected by experience and performance that exceeds other applicants
• Clarify language to include “external” as well as “junior” candidates regarding interview requirement for “internal qualified” applicants

• Benefits will continue to accrue for MA’s “by the Medical Center”; nurses may request to know if there are unrepresented nurses working with same skills

• Nurses may now request a partial voluntary absence (VA) in Kronos though full shift VA’s will be granted first and only before the shift begins. Partial shift VAs include any hours after the start of the shift and will not be awarded before the start of the shift

• New language that VAs cannot be rescinded or declined less than 12 hours prior to start of shift

• Per diems will be included in a rotation list for purposes of cancellation

• New “Stand-by Status” language allowing nurses to agree to be placed on stand-by for the first 4 hours of what would be a cancelled shift with a $10 per hour standby rate of pay which will be paid for the full 4 hours regardless of whether the nurse is called in to work or not

• Add “non-bargaining unit nurses” to the mandatory absence (MA) order (would include stand-by in lieu of MA)

• Delete extraneous language that nurses working 12-hour shifts will receive MA credit for 12 hours

• New language describing process for “reorganization” in detail (differs slightly from ONA’s process)

Article 10: Employment Status

• Verbal and written corrective actions will not be considered in future progressive discipline after a period of 7 years unless the nurse has received another corrective action during that time period

• “As much notice as possible” for intention to terminate; maintain not less than 14 days

Article 11: Professional Nursing Care Committee (PNCC)

• Two alternate nurses may be appointed to the committee when one or more of the seven PNCC members is unavailable

• New language that nurses and management will make reasonable efforts to relieve the nurse members of their duties in order to attend meetings

• Meeting agenda & minutes will be posted on the intranet rather than on the units

Article 12: Participation in Committees

• Add Ethics Committee to list of committees nurses participate in through Association appointment

• New language that meeting minutes will be accessible, excluding confidential matters, on the intranet

• New language that reasonable efforts will be made to relieve the nurses of their duties in order to attend meetings

• New language ensuring that nurses members are paid for their attendance at meetings but will not drive overtime or premium pay

Article 13: Labor Management Cooperation Committee

• Increase members from 8 to 10, 5 from ONA and 5 from hospital

• New language that meeting minutes will be posted on the intranet

Continued on page 5
Article 14: Professional Development
- Increased minimum advanced notice of in-service education programs from 2 - 3 weeks to 8 weeks
- New language that a no-show for mandatory education is defined as providing less than 24-hours’ notice. PTO may be assessed for the class time missed

Article 16: Grievance Procedure
- Grievances involving more than one nurse from the same department will be initiated at Step 2
- Grievances involving more than one nurse from multiple departments will be initiated at Step 3

Article 17: Retirement Plan
- No change from current contract language

Article 18: Health & Welfare
- Move language from Article 3 regarding per diem benefits
- Limit premium increase to max of 10 percent per year (current)

Article 20: Successors
- Grammatical Updates

Article 21: Surgical Services Provisions
- Surgical Services is comprised of “units” not “departments”
- Include language that nurses floating from their home unit will be oriented
- Include definition of on-call
- 30 minute report time; any nurse may volunteer to take additional call
- Per diem gets credit for call-back hours worked
- Maintain Orphan Call at double time
- Minimum call-back pay of 3 hours
- Minimum call-back pay for nurses on-call and required to work more than 60 minutes past the end of their shift

Article 22: Compensation
- 3% wage scale increase upon ratification with retroactive pay for the prior ten pay periods (since September 30) if ratified by Feb. 10, 2020; 2.75% wage scale increase as of first pay period after July 1, 2020; 2.75% wage scale increase as of first pay period after July 1, 2021
- Certification Differential only if applicable to current position; new language that it is the nurse’s responsibility to provide evidence of certification renewals
- New language that BSN/MSN differential will begin the first day of the first pay period following receipt by the HR office
- Increase on-call pay to $4.75 and $5.50 for on-call on a holiday
• Include shift differential in callback pay if applicable
• Increase per diem differential to $5.00
• Agree to move weekend differential language but maintain at 5%
• Move Preceptor section up to C.1.a
• New language allowing nurse to rescind agreement to work extra shift within 24 hours before considered “committed”
• Deletion of now irrelevant Home Health language

**Article 23: Duration**
• 3 year agreement

**Appendix A**
• New reference to Oregon Nurse Staffing Law

**New Letter of Understanding: Health Insurance Advisory Committee**
• Establishes a system-wide advisory committee within six months of ratification
• Committee will review claims, utilization and trends
• The committee will make recommendations regarding the insurance plan
• The committee will meet at least annually or more often as decided by the committee

**New Letter of Understanding: Main OR Night Shift Coverage**
• Medical Center will develop a night shift team for general coverage in the Main OR, reducing the need for call coverage during the week
• The hospital will continue to maintain the Letter of Understanding (LOU) for the Main OR, which includes the tiered call pay structure to penalize the hospital when OR nurses are forced to take excessive call. The LOU will be reviewed at least annually by the hospital and union
• If main OR nurses are working an aggregate average of 48 hours per scheduled period for three months or more, that will trigger a review for additional staff.

---

**Q & A Drop-In Sessions**

**Wednesday, Jan. 29, 2020**
- 11 a.m. - 3 p.m. in Cafeteria
- 6 p.m. - 9 p.m. in Starker Conference Room

**Wednesday, Feb. 5, 2020**
- 11 a.m. - 3 p.m. in Conference Room A
- 5 p.m. - 8 p.m. in Conference Room A

Members of the ONA bargaining team will be available to answer questions about the redline, ratification vote, and/or the process generally.

---

**Online Voting**

Online Voting will open 12:01 a.m. Wednesday, Jan. 29 to 11:45 p.m. Sunday, Feb. 9.

ONA Bargaining Team is Recommending a YES vote.

Check your email on Wednesday, Jan. 29 or go to our webpage ([www.oregonrn.org/58](http://www.oregonrn.org/58)) for the link to vote. Any votes submitted prior to 12:01 a.m. Wednesday, Jan. 29 will not be counted!