Dear Fellow Nurses,

Thank you so much for all of your support throughout the past five months. Especially for joining us for sessions both in person and on zoom and also for filling out our surveys. We couldn’t have figured out the priorities without your input.

Per our bylaws, the bargaining unit must have a 5-day review period prior to ratification vote, in addition, the vote itself will run five days. Voting will begin Sunday, Dec. 11 at 9 p.m. and close Friday, Dec. 16 at 9 p.m. The voting link will be sent to your email address on file with ONA so if this is not the desired email you want the link sent to please contact www.oregonrn.org/update to update your contact info. You must be an ONA member to vote. If you are not a member and want the opportunity to vote, visit www.oregonrn.org/apply.

Between now and the end of next week we’ll have a series of drop-in sessions to review the new contract with you and be available for any questions.

Below is a compilation of each of our top 5 favorite wins/highlights summary. We think you’ll agree there’s a lot for everyone!!

Per Diems get several new benefits including increased differential, and overtime on hours worked beyond their regular shift length. The PTO tiers have been dissolved and merged into one table so now there’s a pathway for the highest earning level of PTO. There are some retention benefits with some extra pay raises for steps 30-35.

Look at the list below to see our favorite wins/highlights:

1. COLA 5.75%, 5%, 3.75%
2. Full retro to July 4
3. Two unpaid, pre-planned days off per year
4. Protected preceptor pay
5. Per diem wins (Increased differential, OT for hours over usual shift length)
6. Stronger surgical services articles
7. PTO tier elimination
8. Improved night shift differential
9. Floating differential when floating out of your department (unit for Surg Services)
10. Call out penalty changed from pay period to work week
11. Steps laid out for process in dealing with insurance costs in future plan years
12. Women’s services LOA in contract with improved holiday scheduling and call sign-up processes
13. PNCC changes – Specialty organization memberships, certification exams and fees, recertification fees are reimbursable. All education hours will need to be preapproved by a manager before beginning, including online CEUs.
14. Not having to use PTO for calling out from an extra shift (on a case-by-case basis at manager’s discretion)
15. Short notice pay up to 12 hours ahead of time
16. 6-hour shifts (not sure where or when these will be yet)
17. Step increases for steps 31-35
18. Protected current percentages of part-time positions
19. Bereavement not affecting OT shifts
20. Lowering premium cap of insurance
21. Additional differential increases

It was an honor to represent you!

Your Negotiating Team