Tentative Agreement Reached!

After two days at the table, the five amazing nurses on the HDH negotiating team bargained a strong four year contract for the 27 bargaining unit members at Harney District Hospital.

Your bargaining team recommends a YES VOTE!

Gained:

- **COLAs of:**
  1. 7/1/19 or ratification if later: 3%
  2. 7/1/20: 2.5%
  3. 7/1/21: 2.5%
  4. 7/1/22: 4%

- The ability for an ONA member to speak to new nurses at NEO re ONA with paid 30 minutes at regular rate.

- Added comprehensive language on bullying.

- Kept short notice (24 hrs) shift premium pay!
  Which was VERY important to nurses (management wanted to change to only applicable with increased census and sick calls).

- Added difficult to fill (DTF) shift (as defined by management due to need). Premium pay with added pay for the holiday DTF. Nurses who pick up those days less than 24 hours in advance will be compensated at their base wage plus $10 per hour. Does not apply for short notice shifts.

- **Restored seniority and step increases** based on anniversary rather than hours worked to part-time employees.

- Increased charge nurse differential - $3.

- Increased on-call pay for surgery - $5.50.

- Increased certification bonus for part-time employees.

- Decreased amount of paid time off (PTO) that nurses were required to take.

- Added Christmas Eve as a paid holiday.

- Increased from five percent (5%) to twenty percent (20%) pay differential for time worked in L&D as a primary nurse, insuring that entire shift was covered by that differential, if the nurse worked a L&D event for four or more hours.

- Added ten percent (10%) pay differential for secondary nurse working in L&D.

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**Ratification Vote**

**Monday, June 24, 2019**

4 - 8 p.m.
Harney District Hospital Annex Room
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Spam/Junk Filters**: Emails from ONA are being flagged as junk or spam by your email service provider.

2. **No Email**: ONA does not have an email on file for you.

3. **Bad Email**: ONA has an incorrect or outdated email on file.

4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.

5. **Opted Out**: You have opted out of receiving emails.

6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.

2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.