

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. ONA reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

MEMORANDUM OF UNDERSTANDING

Task Force For Health Insurance

WITHDRAW ONA PROPOSAL, COUNTER HMC LANGUAGE

~~The Oregon Nurses Association (hereafter "ONA") and Tuality Healthcare d/b/a Hillsboro Medical Center (hereafter "Hospital") have a shared interest in ensuring caregivers and their families have access to quality, affordable health care at a sustainable cost. To that end, within 90 days of contract ratification, the parties agree to create a work group to share information, discuss, and explore potential health care options as follows:~~

~~1. An equal number of Hospital and ONA representatives, paid at regular rate of pay, will participate in the work group. Participants from other unions within the Hospital shall be invited. ONA labor representative and labor representatives from other unions within the Hospital shall be invited.~~

~~2. The parties will meet bi-monthly (every two months) for two (2) hours (or more if mutually agreed) at a mutually agreeable location. The parties may exchange information electronically in between sessions. Parties and guests may participate in the work group virtually to accommodate geographic location/travel needs and to facilitate participation.~~

~~3. The parties agree to use the work group to share and discuss information and ideas, and to explore potential options for providing health care options, including but not limited to a Taft Hartley health plan, to caregivers and their dependents.~~

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Accepted by ONA	
Accepted by Employer	

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4. The parties may mutually agree to invite guest speakers including subject matter experts from ONA, American Federation of Teachers (AFT), the Hospital, or external organizations.

5. The parties agree the work group is exploratory and will not have authority to make benefits election, financial or other operational decisions. An annual report will be presented to the parties.

6. The parties agree the work group will be a safe place for the parties to express themselves and share information. While the parties may have different perspectives on a particular issue, they agree to assume good intentions and interact with each other in a respectful manner.

COUNTER

The Hospital and the Association agree to convene a health insurance task force for the duration of the parties 2026-202* Collective Bargaining Agreement. The parties have a shared interest in ensuring caregivers and their families have access to quality, affordable healthcare at a sustainable cost. The purpose of the task force is to share information about employee health insurance, discuss the health insurance benefit, and explore potential health care options, including but not limited to a Taft-Hartley health insurance plans. The task force shall be limited to an advisory rather than a decision-making capacity, and will not have authority to make benefits, financial, or operational decisions. The task force will produce an annual report of its activity.

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The task force shall consist of two (2) members of Hospital management, ~~two (2)~~ **four (4)** Hospital nurses appointed by the Association, ~~two (2) Hospital employees from the AFSCME-represented bargaining unit, union labor representatives,~~ and two (2) non-management Hospital employees who are not in a union-represented bargaining unit. Two (2) Hospital employees from the AFSCME-represented bargaining unit **shall be invited. In the event two (2) AFSCME-represented bargaining unit members accept participation in the task force, the amount of Hospital nurses appointed by the Association will be two (2). Union labor representatives shall be invited.** Participation in task force meetings will be considered time worked and paid at the appropriate rate of pay. The task force may agree by consensus to invite guest speakers to provide subject matter expertise at working group meetings.

The task force will meet four (4) times per year for up to two (2) hours ~~or more (if mutually agreed)~~. Meetings may be held in person, virtually, or a hybrid as determined by the task force. All participants agree to assume good intentions and conduct task force business in a respectful manner.

This MOU and task force will expire upon expiration of the 2026-202* Collective Bargaining Agreement or commencement of negotiations for a successor agreement, whichever occurs first.

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