



ONA Oregon Nurses Association

Caring for Oregon



Hillsboro Medical Center Bargaining Update

We had our second day with Federal mediators yesterday, October 6, for our fourteenth (!) bargaining session. We've been very close on some issues, going back and forth and spending valuable time trying to find common ground. We feel we've spent numerous hours going back and forth on smaller contract language, while HMC administration has made minimal movement on some of the larger issues to our membership. **We've focused on recruitment, retention and respect for nurses since we started bargaining in the Spring.**

Management has said in their newsletters that they want to get a contract done, but we haven't seen that same urgency reflected at the bargaining table.

So, we proposed three packages in hopes of being able to come to agreement on some key issues. **Unfortunately, HMC administration failed to respond meaningfully and continues to slow down this entire process- while more nurses leave HMC and the rest haven't received a wage increase since July 1, 2025.**

After being strung along and waiting all day, it was incredibly frustrating and agitating to receive so little in return. It was especially disrespectful that management did not pass back any wage proposal after we spent the entire day trying to make meaningful movement at the table.

We continue to show up ready to negotiate and present meaningful packages to move this contract forward! We expect management to show us the same level of effort and accountability. Our nurses deserve better.

Fortunately, we feel we've come to a tentative agreement on 3 MOUs/articles:

Tentative Agreements:

1) [MOU Package: Artificial Intelligence/Digital Innovation Committee and Task Force for Health Insurance, and Article * Insurance Benefits](#)

- *ONA passed and HMC accepted with adding Article * Insurance Benefits:*
- Digital Innovation Committee MOU: 2 nurses will be paid to be on the new Digital Innovation Committee which examines the use of Artificial Intelligence in the workplace, which we feel is a working condition; and
- Task Force on Health Insurance MOU: HMC will create a new Task Force on Health Insurance, which will have 2 HMC managers, 2 ONA nurses, 2 AFSCME-represented employees, and 2 HMC non-union employees, who

will meet 4 times a year, with paid time, to explore more affordable health insurance options, including a Taft-Hartley health insurance plan (which means the health insurance would come from our union). ONA and AFSCME labor representatives, and expert guest speakers will be invited.

- Article * Insurance Benefits: ONA proposed to reduce the current percentage range of health insurance premiums that they will pay. We locked in concrete percentage rates for full-time and part-time nurses for employee + spouse, employee + dependent, and employee + family; and we increased the minimum percentage on the range for full-time and part-time employee only premium shares.
 - We ensured no take aways for the short-term disability insurance language.

Next Bargaining Sessions:

- **Monday, October 19**
- **Wednesday, October 28**

Next Actions:

We need nurses to continue to wear ONA shirts on Thursdays and participate in our next action.

- **Come see us tomorrow, Thursday, October 8 in the cafeteria from 10 a.m.-Noon, or on a.m. shift change to talk more about next steps.**

Here's a breakdown of the day:

ONA Passed

In the AM: Three take it or leave it packages (meaning if they don't accept, we can change our offers)

1) MOU and Insurance Package (listed above- came to tentative agreement!)

2) Article 16 "Reduction in Force" Low-Census and Layoffs with Article 4 "Paid Time Off" PLH accruals

- We understand higher PLH accruals cost the Hospital more, but our nurses need consistent hours and pay, without subsidizing their hours with their PLH because they are constantly mandatorily low censused.
- If HMC accepts, the package would decrease the mandatory low census cap to a maximum of 6 hours per pay period & remove the floating requirement to be eligible for the MLC cap- currently the contract allows for up to 416 hours of mandatory low census a year, only if a nurse voluntarily floats outside of the unit or cluster. The current cap is almost double the annual PLH hours a nurse with 0-5 years of experience accrues.
- Add a fair low census rotation for float pool
- Strengthened layoff notice language (from 21 days to 30 days)
- A requirement of a minimum severance package (with safety net to negotiate a higher severance) if more future layoffs occur
- Would allow for PLH to accrue for all hours worked; over 80 hours per pay period (current contract caps accrual at 80 hours per pay period)
- Maintain current PLH accruals

3) Article 1 "Recognition and Membership" and Article 5 "Hours of Work"

- Our package would mean agreement for all sections within both these articles, and means ONA rejects HMC's proposal to float nurses by patient assignment into different departments. Unfortunately, it appears HMC is not listening to us and decided to not respond to our entire package/all sections of both articles.

HMC Passed & ONA Passed Back

- Package for Standards of Behavior and Article 6 Employment Status

- ONA is still fighting for 2 union representatives to be at investigatory meetings, and for a mutual standards of behavior article which means the Hospital would ensure their managers are adhering to positive behavior and not intimidating, discriminating, harassing, or are being abusive to our nurses.

HMC Passed

1) A package with a Health Insurance Committee, Health Insurance Premiums they are willing to pay, and MOU on AI

- Tentative Agreement (see above)

2) [Article 1 and Article 5](#)

- management dismissed our packages and returned proposals they have already passed back multiple times on Article 1, Article 5 (hours of work), and Appendix A.

We'll continue to fight for our nurses, our patients, and our community. Stay Strong Hillsboro!

In Solidarity,

Your Bargaining Team,

Cindy Whitaker- PACU

Terri Kaiser- TOPS (Retiree)

Jayesh Palshikar- Float Pool/CRU

Aspen Lopez- WCC

Karen Shipman- ED

Cody Alexander- ED

Chris Fults- Med/Surg

Alison Perez- Med/Surg

Molly Lindsey- PACU

James Schulz- 7th Ave Surgery

Maggie Greene- ONA Labor Rep

Follow Our Instagram @hmc.ona

For questions email your bargaining team members at

HillsboroMedicalCenterONA@gmail.com or labor rep at [greene@oregonrn.org](mailto:greeneg@oregonrn.org)

