In mediation on April 16, 2018, your Oregon Nurses Association (ONA) bargaining team achieved a tentative agreement on the whole contract. On April 27, 2018, the agreement was ratified by the membership. Thanks to all of those that came to the vote, helped with bargaining and supported our team in some way. Hopefully two years from now when we bargain again, the weather will be more cooperative and we can finish in a more timely manner closer to the expiration date of the contract.

The things we achieved in this contract include:

- A 2.5 percent raise across the board for all steps on January 1 of each year of the contract—this means retro back to January 1 (the December 24, 2017 pay period).

- No changes to our health insurance plus assurance that additional ways to earn the incentives under the Choose Well Program will come out this fall.

- Some financial assistance for nurses whose dentists

The Contract is Ratified! (Continued on page 2)

Providence will start the increased night shift differential on 4/29 which means it will show up in the 5/18/18 paycheck.

The wage increase along with retro will be effective back to 12/24/17 and show in the 6/1/18 paycheck.
The Contract is Ratified! (continued from page 1)

- Are no longer in-network but were last year.
- A night shift differential increase to $5.50 an hour.
- An $11.00 an hour standby/call pay when you are on standby/call on a holiday.
- 24 hours of additional education benefit a year with $450 for expenses.
- A better vacation sign up process with more timely approval of time off requests.

We also cleared up some of the concerns with the work obligations for per-diem (formerly casual call nurses) regarding the number of shifts that they have to be available to work and the amount of weekend call the operating per-diem nurses will have to work, as well as some of the aspects of job bidding that did not describe the hiring process as well as they could.

Now that the tentative agreement has been ratified we are working on getting the contract implemented. You can review/use a draft redline online at our website at http://www.oregonrn.org/78

Watch for a printed version of the contract to come out this summer to be accompanied by some training on what changed.

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Sessions are conducted over six sessions once a month on weekends starting in September of this year.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI