Your ONA/Providence Hood River Memorial Hospital (PHRMH) negotiation team is looking forward to getting back to the table with management.

We have made progress on improving our ONA/PHRMH contract in several ways and we are getting down to your bread and butter issues. Now is the time to support your bargaining team. Wear your ONA lanyards, buttons and anything green everyday.

**TENTATIVELY AGREED ARTICLES**

**Article 1:** We added the definitions of resident and fellow.

**Article 3:** We added gender to the nondiscrimination details of the article.

**Article 8:** We added language on pregnancy and childbirth accommodations consistent with new Oregon laws. Other language we agreed to supports your right to access available paid leave while on leave of absence and language that protects your seniority.

**Article 9:** Improved bereavement leave and pay

**Article 10:** We added witness pay when you are called to be a witness in a court case involving the hospital.

**Article 11:** We agreed that mandatory meetings should be placed in Kronos.

**Article 18:** We agreed to remove the restriction of 30 days for retro pay when a grievance is settled. We also cleaned up the contract language to make it more clear.

**Appendix E:** Cleaned up the language regarding certifications.

**TOPICS WE HAVE YET TO AGREE ON**

- Work schedule and overtime
- Holidays
- Annual leave, paid time off (PTO), and sick time
- Wages, health insurance benefits, and differentials

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**ONTA/PHRMH Bargaining Team**

- Tina Jorgensen, RN – Short Stay Surgical
- Pam Howard, RN, Maternity
- Paula Chakowski, RN, ED
- Brittany Foss, RN, Med/Surg

**ONA/PHRMH CAT**

- Kelly Marchant, RN – ED
- Akela Tubbs, RN – ED
- Ashley Dodson, RN – ED
- Christine Watson, RN – ED
- Rhonda Fischer, RN – ED
- Sarah White, RN – Med/Surg
- Sam Hauk, RN – Med/Surg
- Gabriella Lizama, RN – Med/Surg
- Christy Diemer, RN – ICU

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**IMPORTANT PRESENTATION ON SICK TIME/PTO/BENEFIT PACKAGE**

**Monday, Feb. 3**
**1 p.m. in classrooms 1 and 2**

Management will be proposing changes to these benefits and will be presenting their proposal for you to hear and learn. There will be time for Q&A after the presentation. Management’s proposals can be found on the ONA/PHRMH bargaining unit webpage at www.OregonRN.org/78 (“2021 Time Off Proposal”).

These are your negotiated benefits; attend if you can.

If you are unable to attend the meeting, email your questions to your ONA labor representative, Lisa Donoho at Donoho@OregonRN.org
Make a Difference.

Two opportunities to lead ONA into the future

Run for ONA Statewide Elected Office

Declare your candidacy by Friday, Jan. 31!

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nursing today.

ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections! You can run for office no matter where in Oregon you live.

Candidate nominations are open from Jan. 1 to Jan. 31 and candidacy must be declared by the last day of this month.

High profile openings you or your coworkers can run for include president, secretary, board member and multiple cabinet positions including designated seats based on geographic region.

Make a difference – run for ONA office today!

To learn more and run for office, visit www.OregonRN.org/Elections

Bring Your Voice to the ONA House of Delegates

Your voice matters. Be part of ONA’s primary governing body, the House of Delegates (HOD). As a delegate you will discuss and vote on resolutions, amendments and other initiatives that will determine ONA’s direction.

Bring your perspective and join us at the 2020 House of Delegates on May 19 in Portland.

Visit www.OregonRN.org/Delegate for more information and to complete your delegate nomination form.

Questions about statewide offices or delegates? Email or call ONA Chief of Staff Whitney Wong at Wong@OregonRN.org or 503-293-0011 ext. 1325.

To learn more and be a delegate, visit www.OregonRN.org/Delegate