On Tuesday, Feb. 18, your ONA/Providence Hood River Memorial Hospital (PHRMH) bargaining team passed many important proposals across the table:

- Higher wages
- Increases in night and short shift differentials
- Paid time off (PTO) bank with sufficient accrual rates that would keep up-to-date with current sick leave bank
- Option for nurses to receive a buy-out of their sick leave bank, a freeze on the sick leave bank to use over the life of a nurse’s Providence career, or to roll over up to 400 hours of sick leave into the PTO bank with a buy-out of the remaining sick leave bank
- No waiting period on the short-term disability insurance
- The inclusion of family members on the short-term disability insurance
- That Providence would not “opt out” of the Oregon Paid Family Leave Law
- Life flight as an additional benefit to your health insurance
- Health benefits to remain in current state throughout the life of the contract
- Fully paid health benefits for nurses who have worked at Providence for 15 years or more
- Fully paid health benefits for nurse retirees
- A cap on mandatory low census

In addition, we are very close to an agreement with management that would provide nurses with more say in their scheduling.

UPCOMING BARGAINING DATES
*Colombia Gorge Room*
- March 2, 10 a.m. – 2 p.m.
- March 3, 10 a.m. – 2 p.m.
*Please come and observe!*

ONA/PHRMH MEMBERSHIP MEETINGS
Member meetings will take place on March 2 and 3 from 4 – 8 p.m. in the Colombia Gorge Room. Come by to ask questions and to provide feedback to your bargaining team.

ONA/PHRMH BARGAINING TEAM
- Tina Jorgensen, RN *(Short Stay Surgical)*
- Pam Howard, RN *(Maternity)*
- Paula Chakowski, RN *(ED)*
- Brittany Foss, RN *(Med/Surg)*
The 2020 ONA Convention and House of Delegates will be held on Monday, May 18 (CE Day) and Tuesday, May 19 (House of Delegates) in Portland, OR.

The convention’s theme is “Rising Up Together” and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA’s strategic plan including equity and inclusion.

**Featured Topics**
- Keynote: Healthcare Equity
- Oregon’s Hospital Nurse Staffing Law
- Supporting Individuals Experiencing Homelessness
- Caring for the Queer Community
- How to Win Organizing and Contract Campaigns
- Importance of SANEs in Response to Sexual Assault
- Developing Cultural Humility
- and more!

**Continuing Education**

Participants of the CE day on Monday, May 18 will be able to earn up to 5.25 continuing nursing education contact hours.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration and Fees**

Registration is open through May 1, 2020.

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<tr>
<th>Event</th>
<th>ONA Member</th>
<th>Non-Member</th>
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<tr>
<td>Continuing Ed Day (May 18)</td>
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<td>House of Delegates (May 19)</td>
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Register today at www.OregonRN.org