Providence Hood River Tentative Agreement

Dear ONA Providence Hood River Memorial Hospital (PHRMH) nurses,

After a contract campaign that has lasted more than 18 months, our bargaining team is glad to be able to announce that we have reached a tentative agreement for a new contract that will last through March 31, 2022. Our ONA/PHRMH bargaining team members deserve much credit for hanging together through many challenges: Providence’s challenge to eliminate our current contract’s Sick Leave language, COVID-19 surges, wildfires, ONA labor representative changes, bargaining unit leadership changes, and the uncertainty of working without a contract for 13 months.

Union nurses helped to keep the bargaining team energized and showed support and unity by signing a petition of demands that was delivered to the hospital CNO, by validating top priorities through participating in our surveys, and by showing positive energy to management and to our community standing in the cold and rain to thank local community members for doing their part to get try and keep COVID-19 in check.

Members told our bargaining team that their top priorities included the following:

- Retroactive Cost of Living adjustment- Done (not as large as we wanted)
- Protect Sick Leave language and PTO- Done
- Protect current master schedule language- Done
Highlights

Here are some of the highlights from the proposed Tentative Agreement:

**Maintained current Sick Leave language and PTO benefits**

**Appendix A – wages:**

- 2020: 2.0% ATB (paid in the form of a bonus in lieu of retroactive pay; amount of bonus is $2,000 for full-time nurses (0.9 FTE and above), $1,500 prorated by FTE for part-time nurses and per diem nurses.
- 2021: 2.0% ATB, retroactive to January 1, 2021

**Maintained Current Master Schedule language:** added an MOU on Unit scheduling (12 month trial period): Schedules shall be posted to current language, Section 4.06 A, schedules posted 2 months in advance, MOU allows units vote on an alternative process, need 75% yes to adopt, uses an inclusive standard, nurses on leave or time off also get to vote.

**Open shift pay is increased by $1 to $18 per hour.**

**Improved language for when a nurse’s call turn will be counted** — after 1/3 of regular shift

**Reestablished that “Seniority” will be defined by length of continuous service from date of hire going forward,** there is no loss of seniority for Leaves of Absences (LOA).

**Duration of Agreement:** March 31, 2022

Info Meetings

There will be two virtual meetings (see virtual meeting information below) on Feb. 9 at 5:30 p.m. and at 8:30 p.m. for members to get information about what is included in the tentative agreement and why the bargaining team is recommending the tentative agreement. Our bargaining team and labor representative will be present to share detailed information about the tentative agreement and welcome questions. Shortly after this meeting, union members will be asked to vote to approve or reject the tentative agreement.

Our bargaining team had countless discussions about the core challenge that we faced in dealing with Providence; finding the best deal between getting a wage increase and protecting our current Sick Leave language given that the Sick Leave benefit is worth up to $5,000 per year for some nurses. In the end our team recognized that we need to make sure that we have deeper conversations with our membership about how this valuable sick leave benefit should fit into our next contract in 2022.

Our bargaining team has worked mightily to listen to our union members and to deliver on those priorities to the best of our ability. Please try to attend one of the virtual union meetings to get information and ask your questions about the tentative agreement that we will be voting on soon.

The resilient leaders on the ONA/PHR Bargaining Team are Brittany Foss, Pam Howard, and Paula Chakowski. Please thank them for all their volunteer work that they have put into reaching this tentative agreement.
Strength in unity,

The ONA PHR Bargaining Team

- Pam Howard (Family Maternity Center), harooneous@gmail.com
- Paula Chakowski (Emergency Room), pchakowski@gmail.com
- Brittany Foss (Medical Surgical), brittanyrfoss@gmail.com
- Timothy Welp, ONA Labor Representative, welp@oregonrn.org, cell 503-748-9768
- Margaret Olney, Chief Spokesperson

Meeting Login Information

Feb. 9 at 5:30 p.m. Zoom Meeting Invitation

- https://aft.zoom.us/j/6159116938?pwd=RGhBeGozeGFxMHREL1VFdUdYODIyZz09

Meeting ID: 615 911 6938
Passcode: ONA123
One tap mobile +12532158782,,6159116938#,,,,*922559# US (Tacoma)
Dial by your location: +1 253 215 8782 US (Tacoma)
Meeting ID: 615 911 6938
Passcode: 922559

Feb. 9 at 8 p.m. Zoom Meeting Invitation:

- https://aft.zoom.us/j/6159116938?pwd=RGhBeGozeGFxMHREL1VFdUdYODIyZz09

Meeting ID: 615 911 6938
Passcode: ONA123
One tap mobile +12532158782,,6159116938#,,,,*922559# US (Tacoma)
Dial by your location: +1 253 215 8782 US (Tacoma)
Meeting ID: 615 911 6938
Passcode: 922559

If you have any questions, please contact ONA at news@OregonRN.org.