ONA Nurses at Prov. Hood River Vote Overwhelmingly to Ratify Our New Contract!

We are excited to announce that an overwhelming majority of ONA members at Providence Hood River voted YES to ratifying a two-year agreement that will remain in place through March 2024.

Here are some key areas where ONA RNs made precedent-setting changes during our negotiations:

- **Unprecedented Membership Engagement**: ONA RNs had outstanding participation, including two successful informational pickets, and packing the bargaining room (both in person and virtually) on our last day of negotiations.
- **Major Improvements to Wages**: We won 14-21% wage increases over the two-year agreement, with the largest raises for our lowest paid members.
- **Increased Differentials**: Improvements to numerous differentials, including increasing the bilingual differential to $1500/year.
- **Low Census Cap**: Low census now capped at 176 hours per rolling year and no more than one shift per pay period.
- **PTO Cap Doubled**: Protects against the loss of PTO during periods of understaffing where it may be difficult to take PTO.
- **Added Steps**: Seven “Ghost Steps” were replaced with real steps so that RNs advance on the wage scale every year of employment.
• **Critical Access Short Notice Shift:** $25/hour incentive for shifts with less than 72 hours' notice.
• **Mandatory Critical Shifts Incentive Pay:** Additional 30% differential on top of incentive pay of $19/hour.

No contract can fully appreciate the sacrifice RNS have made over the last two years, but we believe this contract includes foundational improvement to our workplace. Increased member engagement cultivated during this round of negotiations, along with continued coordination across all of Providence, put us in a powerful position to build on these wins when we come back to the bargaining table just more than a year from now.

You can learn more about the newly ratified contract through the TA summary and redline document linked below.

- Click here to view the agreement summary
- Click here to read the full tentative agreement redline document

In Solidarity,

Your ONA/PHRMH Executive Committee & Bargaining Team,

Brittany Foss, RN (Medical Surgical)
Nicole Chambers, RN (ICU)
Chad Mayo, RN (Surgical Services)
Davina Craig, RN (Maternity Services)
Paula Chakowski, RN (Emergency Room)
Timothy Welp, ONA Labor Representative

If you have any questions, please contact your labor representative, Timothy Welp at Welp@OregonRN.org.

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