WE HAVE A TENTATIVE AGREEMENT!

VOTE!!!
Tuesday, July 9, 1800-2030,
Harney District Hospital,
downstairs conference room

If voting absentee, you must place your ballot in sealed envelope, with your name printed and signed on the outside of the envelope. Do NOT sign the ballot inside.

The Oregon Nurses Association (ONA) team is unanimously recommending that you vote “yes” in favor of the tentative agreement. The wage increase is not high, but we felt that the package was reasonable given Harney District Hospital’s (Hospital) financial situation. And we will remain one of the better compensated small (critical access) hospitals for registered nurses (RN) in Central Oregon.

SUMMARY OF AGREEMENT

The complete draft agreement is posted on the ONA website, www.OregonRN.Org (select Harney District Hospital from the “Find Your Bargaining Unit” box). The summary is below; and the complete draft agreement will be available at our vote on July 9, 1800-2030.

ECONOMIC AGREEMENT

This agreement is a 3-year contract, wage increase of 1 percent per year, for each year of the agreement.

Increase in Hospital contribution toward health insurance:
- $800 effective November 1, 2013
- $825 effective November 1, 2014
- $850 effective November 1, 2015

Hospital will pay 75 percent toward part-time employee health insurance; current part-time RNs will be exempt

- Increase charge differential to $2.50/hour
- Increase Preceptor differential to $1.50/hour
- Increase Surgery Standby differential to $5 per hour, and to $5.25 effective July 1, 2014

ONA Members: Update Your Contact Information

To ensure that you get the most of your membership and receive information in the timeliest manner, be sure to update your contact information online!

Visit www.OregonRN.org and click on “Update Your Contact Information” under the Member Services menu.
### LANGUAGE CHANGES

#### 6.2 Increase Casual RN hours required:

**Casual Employees:**

Employees who regularly work less than twenty (20) hours in a seven (7) day period and/or work only on an as needed basis. **A casual nurse must work at least nine shifts** (24 hours of which are on weekend days) every six months to retain status as a casual nurse. **Time spent in training does not count toward this minimum requirement; however time spent in mandatory staff meeting(s) shall count toward this minimum requirement.**

Low census days shall count as days worked for purposes of this section. In periods of prolonged low census, whenever the Hospital is unable to schedule a casual nurse this requirement may be waived by the hospital. Within one month of implementation of this agreement, the Hospital shall notify all currently employed casual nurses of this new requirement. They shall have six months to meet said requirement. Casual employees are not eligible for any hospital benefits other than those payroll taxes required by Federal or State Law.

#### 9.5c

When a nurse is placed on standby or low census and is called into work, she shall be compensated at the rate of one and one-half (1-1/2) times her regular rate of pay (plus applicable weekend or shift differential for the hours called back) for all hours worked with a minimum of two (2) hours of pay.

#### 9.12 Add two new certifications for certification pay:

- Certified Lactation Consultant
- Certified Infection Control

#### 12.9 Extend time periods for leaves of absence return rights:

Nurses may request an unpaid leave of absence for health reasons. A nurse taking health leave for (1) less than 12 calendar weeks will be returned to the same position, or (2) 12 calendar weeks or more, will return to the next available position. The parties agree that leave under this section will run concurrently with FMLA/OFLA leave.

#### 14.1B Add language at end of section on Health Insurance contributions:

The foregoing amounts shall be paid on behalf of full-time nurses. The Hospital will pay 75% of the foregoing amounts for part-time nurses (nurses who are part-time as of July 1, 2013 will be grandfathered for as long as they remain in a part-time position). The grandfathering will expire at the time a nurse leaves her current part-time position.

#### 18.3 Add at end of section:

The PNCC will notify the Chief Nursing Officer of scheduled meetings at least two weeks in advance.

#### 19.1 Each nurse will be required to attend a minimum of 70% of all in-service education meetings and/or staff meetings unless a bona fide written excuse is given to nursing management **(working a scheduled shift during the meeting shall not excuse the nurse from attending unless management approves such excuse)**. To facilitate attendance, in-service educations and/or staff meetings will be offered on both shifts. The nurses will be compensated for attending these meetings at their regular hourly rate of pay for a minimum of one hour. Failure to comply with this Article will make the employee ineligible to receive the next annual service increment. No more than one required in-service or staff meeting each month will be counted toward the 70% requirement (provided that combined in-service/staff meetings will count as one meeting). Such meetings will be geared to improving the professional competence of Registered Nurses. **In addition, to increase attendance, the parties agree to explore a 6-month trial period of offering attendance via Skype and/or speaker phone, and/or offering meetings at 0730 and 1930.**

#### 19.5 The hospital shall place $4,000 each calendar quarter in a fund to be managed by the PNCC. Such funds shall be used for educational courses (including related travel and/or time loss) and educational materials for bargaining unit nurses that are related to their duties at the Hospital. **Any purchase of a notebook computer or similar materials shall be limited to one per nurses’ station, to be used for nursing related professional information and education, and shall be available for use by nurses on the unit in the course of their duties.**

- Delete Volunteer Ambulance Letter of Agreement
- Delete SANE RN Letter of Agreement
- Revise and update Charge RN Letter of Agreement (draft posted on OMA website, letter also will be available at the vote July 9)