On Thursday, June 26th, your negotiation team met with Marion County (County) representatives in our sixth session. We are pleased to announce that we were successful in reaching a tentative agreement (TA).

Articles previously agreed to have been reported in previous newsletters and are posted on ONA’s Marion County Web page. To view those newsletters simply navigate to ONA’s home page at www.oregonrn.org and select Marion County on the pull down tab under “Find Your Bargaining Unit” on the right side.

Tentative Agreement Reached with the County!

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Highlights of Yesterday’s Agreement

Highlights of yesterday’s session which led to the Tentative Agreement (TA) are as follows:

**Article 4 Hours of Work:** The County can now assign a nurse to either a seven-and-a half (7.5) hour shift or an eight (8) hour shift depending on the County’s needs. Advance notice of change is required by the County.

**Article 6 Holidays:** If an employee is required to perform work on holidays which fall within the employee’s work week, the employee shall be compensated in pay at the rate of time-and-one-half for all hours worked on the holiday in addition to the normal rate of pay for the number of hours the
employee would be compensated if the holiday was taken as time off.

**Sick Leave Conversion:** Effective January 4, 2015 employees who have accumulated at least one hundred ten (110) hours of sick leave may convert twenty four (24) hours to three (3) personal holidays.

**Article 10 Health and Welfare:** If the cost of renewing the current plan exceeds four percent (4%) of the Employer contribution, the parties will reopen Article 10 for negotiations.

**Article 12 Wages:**

1. Standby compensation has increased from 50 cents ($.50) and hour to $1.50 per hour.
2. After hours consultation is now compensated in 15 minute increments.
3. Effective July 1, 2014, or the first pay period following ratification of this agreement, whichever is later, employees shall receive a 3 percent (3%) cost-of-living adjustment.
4. Effective July 1, 2015, employees shall receive a one 1.5 percent (1.5%) cost-of-living adjustment.

The County and the Association came to an agreement that our current market analysis formula is inadequate. Subsequently, in August of 2015 the County will conduct a fair review of the market for all classifications to assess any wage adjustments that need to be made. This might result in additional wage increases.

The summary of the entire contract (Red line copy) should be available for your review on-line by the end of next week, if not sooner. In the interim, should you have any questions please contact one of your negotiation team members.

We are hopeful that we can conduct on-line vote on or around July 9, 2014.

*Please take the time to thank your negotiation team for all their hard work on your behalf.*

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**Nominations Are Now Open for Vice President**

Nominations are now open for Vice President Our current Vice President position was vacated and is now open for nominations. Our Bylaws require the position to remain open for a period of thirty days. Subsequently, nominations will close July 28, 2014.

I am pleased to announce that Katrina Grandolfo has been nominated for the position. Should Katrina be the only nominee no election will be necessary.

Names of nominee’s may be given to any of your Executive Team.

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**Nurses to Unite for Nurse Lobby Day: February 10, 2015**

Join ONA at the Oregon state Capitol in Salem on Tuesday, February 10 for ONA’s 2015 Nurse Lobby Day.

Every other year, nearly 300 nurses and nursing students from across the state gather during Nurse Lobby Day to meet with legislators and advocate for issues that are at the heart of nursing.

**Click Here to register for ONA’s 2015 Lobby Day**

This year’s Lobby Day will focus on the need to make improvements to Oregon’s Nurse Staffing law that will empower direct care nurses, enhance transparency and increase enforcement and accountability. These improvements will result in better conditions for both nurses and patients.

Join us at ONA’s 2015 Lobby Day to help make the staffing changes we need to protect nurses and patients.

All active ONA and OSNA members are invited to join Lobby Day.