Ratification voting will be held online Friday 8/24 to Monday 8/27 and in person voting Friday 8/24 12:00 - 2 p.m. and 4:00 - 7:00 p.m. Hospital Atrium

Tentative Agreement Q & A Session

Q & A Drop-In Hours
Wednesday Aug. 22, 5:00 - 8:00 p.m.
Hospital Atrium

TA Summary
Full Redline TA

IS YOUR EMAIL UP TO DATE?
In order to participate in the online ratification vote, ONA must have an up-to-date email to send the online voting link. Contact ONA member services memberservices@oregonrn.org to update your information.
Tentative Agreement Reached!

Your Oregon Nurses Association (ONA) bargaining team is pleased to report that a tentative agreement has been reached that we recommend for ratification. On Wednesday August 15, around 9 p.m., after more than 12-hours in negotiations, both parties signed a tentative agreement that now will go to a vote of all ONA members on whether to ratify. The bargaining team recommends a yes vote on ratification as the new agreement makes progress forward on all top bargaining priorities as set by the membership.

We felt so honored to stand together with all our fellow nurses who attended bargaining sessions, wore stickers and black scrubs on bargaining days, signed and collected petitions, and marched on the CEO’s office to deliver them. In the end, nearly 80 percent of those who turned out to vote, 97 percent were in favor of picketing. These actions were felt very strongly — the more members got involved, the more management respected and addressed the concerns we brought to the table. We hope every single member who got involved feels proud of their participation and will be even more involved in the future!

There are many exciting parts to the agreement, such as:

- **Ending PTO & EIH accrual inequality** which will double part time core’s Paid Time Off (PTO) and Extended Illness Hours (EIH), and placing nurses on correct length of service step for accrual rates
- **For wages: 6.5 percent** over the 3 years of the agreement; specifically, 1 percent upon ratification, 1 percent Jan 2019, 2 percent July 2019, and 2.5 percent July 2020
- **35 percent Maximum on Variable Shift Positions** and clarity on self-scheduling of variable shift nurses
- **Benefits Package:** Increasing the minimum contribution for health and other benefits from $7000 to $8000 per year per nurse, and protecting our voice on the Health Plan Advisory Committee
- **Orientations and Precepting** receives greater commitment
- **$3 Translation Differential** guaranteed to better serve our patient populations
- **Charge Nurse Differential Doubling**, $1 to $2 per hour
- **Brand new $2 call duties differential for Home Health**
- **Nurses on Parental Leave** will be given the option to save up to 36 hours of PTO for use after FMLA leave
- **Flexibility for Staff Meeting Attendance** must be allowed by phone if there isn’t a hands-on training component.
- **Consistency in Tentative Schedules** must be posted by the 6th of the month. And clarity on use of seniority in the self-scheduling process.
- **ONA Paid Orientations:** 15 minutes paid time for ONA orientation for new employees
- **Better Grievance Process for Fired Employees:** When termination is involved we can go straight to Step 2 of the grievance procedure cutting off up to 42 days to the process
- **Increased Staff Meeting Attendance Flexibility**
- **Tentative Schedules all out on the sixth of the month**

We made some concessions on extra holiday PTO accrual, not receiving Preceptor pay for student nurses before their sixth quarter and required use of PTO before non-Family and Medical Leave Act (FMLA) leave of absence and require use of EIH. There are other smaller changes and improvements which you can read in the article by article summary document and/or the full text of the tentative agreement.

We also want to say that ONA leaders and active members aren’t done yet! We have many improvements to our workplace and hospital that we have yet to make. We’re excited to have newly elected staffing committee representatives working on improvements to staffing plans, and positions open for nurses on the Professional Nursing Care Committee (PNCC) to work on nurse practice issues and training. This is not the end, it’s a continual process, that we’ve taken a huge step forward to build a culture that empowers and respects the voice of nurses in improving Mid-Columbia Medical Center for nurses, our coworkers, and patients. **Strong like a Nurse!**