Voting on ratification closed. Of those voting, 97% voted YES to ratify the redline agreement recommended by our bargaining team. We had a turnout of 168 members, which is 47% of the dues-paying members. Most provisions of the ratified contract will take effect immediately.

However, wages and differentials begin in the first pay period following ratification, which commences Sunday, June 6, 2021 for the paycheck on Friday, June 25.

These financial changes include:

- Across the board wage increase of 3.25%
- Eight- and ten-hour shifts wage increase of 1.4%
- A new float pool differential of $2.00 per hour
- Increase in standby pay to $5.25 per hour and $7.875 on holidays
- BSN differential of 3% and MSN differential of 4%
- Our new provision on wage replacement upon cut. When a nurse is involuntarily canceled below 75% of FTE and has less than 40 hours in their PTO bank, the nurse will receive at least 70% of the nurse’s regular wages.

DOUBLE CERTIFICATION AND OTHER CHANGES

Since we doubled the regular certification differential to $2.00 per hour, we encourage nurses to study for and take a certification exam. Also, nurses with intermediate level language skills should contact Human Resources to identify the exams that will qualify them for a separate $2.00 per hour bilingual skills differential. For a 36-hour nurse, either certification will add about $3,744 to their annual wages. Nurses can earn both certifications!

Moreover, our new shared governance provisions empower nurses to create strong Unit Practice Committees (UPC) in each department. Furthermore, our contract allows nurses to be paid for work outside UPC and Staffing Committee meetings. We will provide additional information and support for nurses on these matters shortly.

We still have administrative tasks before we can send the redline document to the printer, including formatting and gathering signatures. Once at the printer, it usually takes at least several weeks before we receive the printed booklets. We will notify you when printed contracts will be distributed.

For more information, contact any member of our bargaining team or our labor rep, Gary Aguiar, text/call 503-444-0690 or Aguiar@OregonRN.org.