Dear ONA/AURN members,

Our 2,800 ONA/AURN nurses have reached a precedent-setting agreement with OHSU. The tentative deal includes the strongest COVID protections in the metro area, groundbreaking health and safety achievements, staffing improvements and substantial wage increases in a challenging economy.

After remaining firm for nearly a year, your bargaining team is requesting a YES vote on Dec. 21. Below are some highlights from our agreement.

**Major Economic Improvements**

10% across the board raises over three years

- 2.5% upon ratification
- July 1, 2021 - 2.25%
- Jan. 1, 2022 - 1.5%
- July 1, 2022 - 2.25%
- Jan. 1, 2023 - 1.5%

25% increase in certification pay over the life of the contract

- Increased from $2,000 to $2,200 in 2021
- Increased to $2,500 in 2022

40% increase to Critical Need Incentive (increased from $14 to $20)

Emergent Situation Pay $25. per hr. (NEW!)

- Incentive of $25 per hr. or greater for unusual crisis and emergencies

Increases/improvements to other differentials:

- Charge differential increased from $3.50 to $3.75
- Swing shift increased from $2.50 to $2.60 in 2021 and $2.70 in 2022
- Night shift increased from $6 to $6.10 in 2022
- 12 hrs. paid bereavement leave (previously zero)
- Paid education hrs. increased from 1,200 to 1,400
- PANDA Transports increased from $60 to $75 per trip
- Float differential extended to outpatient clinics
Safety, Staffing, Racial Justice/Equity and Inclusion

COVID-19 protections:

- Includes additional sick hours, paid leave for quarantine and nurse safety task force through June 30, 2021
- Paid leave while quarantined permanently brought into our contract
- Right to adequate and accessible PPE is now permanently in our contract
- PPE oversite and reviews are added to cooperative committee meetings
- Commitment to negotiate the effects of future pandemics

RN harm reduction rights (mental health patients)

- Expansion of Code Green to include all threatening behaviors
- RN specific training for de-escalation techniques, interventions and trauma-informed care.
- Locked cabinets on all units, including each acute care adult inpatient room
- Crisis interventions will follow the chain of resolution

Staffing rights added to our contract:

- Staffing levels established and maintained on every unit
- Staffing levels established and maintained during meal and break periods
- Acuity tool agreed upon by consensus on each unit (the tool must accurately assess patient acuity and intensity)
- Additional 500 paid hrs. specifically designated for Unit Based Nurse Practice Committees (UBNPCs) to work on unit staffing plans

Racial justice/equity and inclusion:

- Racial justice and equity are now a part of UBNPC’s work
- 125 additional hours for equity work are now in the contract

Transfers/Scheduling and Work Coding

Enhanced transfer rights

- Racial justice and equity are now a part of UBNPC’s work
- Transfers down the three months from six
- Posting for transfer opportunities must be clearly communicated for seven days
- Coachings cannot impact transfers
- Nurses in the Transition to Practice Program shall be placed in a permanent position within three months
- Nurses who transfer receive full seniority rights after six months

Scheduling and work coding

- OHSU must post vacant shifts for seven days before posting them outside of the home unit
- Nurses are only responsible for filling their vacancies during requests for time off
- Nurses can code REQ hours electronically starting June 1, 2021
- Extenuating circumstances can permit manual time corrections
- Nurses with transitional duties or returning from admin leave may have their posted work schedules adjusted
- Ten hours rest between the end of jury service and the start of the next shift
• RNs facing adverse weather conditions can use modified operations rights even if not declared by OHSU, per policy
• Nurses who transfer receive full seniority rights after six months

Enhanced Member and Union Rights

Workplace advancements

• ONA/AURN representation on UBNPCs will be at least 10 percent of a unit, with a maximum of 10 and a minimum of 3
• ONA can send its formal position on benefit changes directly to OHSU's president
• Reimbursement of one failed attempt for certifications
• Laws protecting lactation breaks are now in the contract
• ONA/AURN members can participate in the following committees: Cognitive-Behavioral Health; Culture of Safety; Emergency Management; Quality Oversight; Safety Oversight
• Failure to respond to out of block vacation requests goes to the appropriate director
• Three RNs appointed by ONA can attend pre-investigatory and investigatory meetings on the Impairment Free Committee
• The PNCC can allocate unused funds to members at their request
• RNs have the right to request exit interviews
• If OHSU's policy for referral bonuses is violated, it can now be grieved

Improved Union Protections:

• Coachings clearly defined as non-disciplinary
• Coachings and work improvement plans are now removable from an employee's file
• Employees may request a different director when there is a conflict of interest with a grievance
• Grievances of five or more RNs may go directly to step 1
• OHSU provides a list for new employee orientation

No Major Takeaways

• OHSU decided not to propose significant changes to vacation/sick time, health insurance and retirement
• Our three-year contract includes no changes to resource nurse hours
• No changes to union rights, including limits on nurses represented by ONA, and restrictions to labor rep access

Other Language Modifications

• Shift curtailments are no longer restricted to the beginning of the shift or one-hour notice in nonprocedural units, but RNs are allowed to finish their day's work.
• All curtailments continue to appreciate contract language outlined in Article 7.12.7
• Other non-substantive language changes are included in a redline posting of our contract, which will be made available online

Your ONA/AURN bargaining team brings this back to our members because we believe we've made substantial gains that reflect our coworkers' sacrifice during our contract and the ongoing pandemic.
VOTE YES on Dec. 21!

The vote will be held via secure, electronic format and will run from the morning of Monday, Dec. 21 through the evening of Dec 23.

Links will be sent out via email when the vote opens. If you do not receive an email, please contact your union representative.

In Solidarity,

Your ONA/AURN Negotiating Team

Harold Fleshman, Terri Niles, Pa Vue, Michelle Brashear, Julie Jorgensen, Allen Young, Bill Erickson, Katy Cooper, Melissa Vazquez, and our labor representatives Brian Howard, Tyler Woodard, Amber Cooper and Joseph West

If you have any questions, please contact your ONA labor representative, executive team leaders or stewards.