Tentative Agreement Reached!

Your Peace Harbor Medical Center Oregon Nurses Association (PHMC-ONA) bargaining team reached a tentative agreement (TA) on a new 4-year contract (April 1, 2020 – March 31, 2024) with PHMC administration on the afternoon of March 18!

The teams met using an online platform to comply with newly enacted COVID-19 protocols limiting on-site meetings at the hospital. In spite of this potentially disruptive change in the meeting format, the teams were able to successfully exchange and discuss proposals resulting in a tentative agreement.

The next step is for the membership to vote to ratify the new contract. Voting will be held online, instructions will follow soon. Your bargaining team is recommending a “yes” vote on this TA.

A copy of the TA will be posted on the PHMC/ONA webpage and distributed to members in hard copy at the hospital prior to the vote taking place.

Here are some highlights of the TA:

**Article 21 Duration**
- 4-year contract

**Appendix A Wages**
- A 3 percent increase in the wage scale for the first three years and 3.5 percent in the fourth year with the increases going into effect first pay period following July 1. With the 2 percent increase that occurred in January this equals a 5 percent increase for 2020.
- A new top step, Step 15 to be added starting July 1, 2022. Nurses will be at Step 14 for 4 years before advancing to Step 15.

**Article 9 Compensation**
- Charge nurse differential increasing to $3.60 first full pay period following ratification and then to $3.75 first full pay period following July 1, 2023.
- Relief charge nurse differential increasing to $2.65 in the first full pay period following ratification and then to $2.80 in the first full pay period following July 1, 2023.
- Evening shift differential increasing to $2.80 in the first full pay period following ratification and then to $3.00 in the first full pay period following July 1, 2023.
- Night shift differential increasing to $7.15 in the first full pay period following ratification and then to $7.50 in the first full pay period following July 1, 2023.
- Nurses will qualify for their evening and night shift differentials after working three hours of the eligible shift. Current language requires a nurse work half of the shift before qualifying for the differential.
- Weekend differential increasing to $2.00, starting first full pay period following ratification.
- Certification pay increasing to $1.75 in the first pay period following ratification.
- Call pay for Surgical Services increased to $10 per hour if a nurse is on call for more than 64 hours in a four-week cycle. Increase will take
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effect in the first pay period following ratification.

- Call pay for Home Health and Hospice increased to $10 per hour if a nurse is on call for more than 64 hours in a four-week cycle. Increase will take effect in the first pay period following ratification.

- BSN differential increasing to 4 percent of base wages and MSN to 5 percent, starting the first full pay period following ratification.

**Article 16 Professional Development**

- Professional development funds to increase to $30,000 starting July 1, 2020 and increasing to $35,000 July 1, 2022.

- Individual nurse shall be entitled to $1,000 a year in professional development funds increasing from $750.

**Article 3 Definitions**

- Changes “relief nurse” to “per diem”

- Creates a new per diem no differential option; a per diem nurse with fewer availability requirements than a per diem nurse who receives no differential on their base pay.

- Allows nurse to switch between per diem and per diem no differential with a sixty day notice to manager.

- Nurses who have been employed at PHMC for more than ten years can request a per diem no differential position be posted, and the manager must post the position. This is limited to one nurse request per unit per year unless the manager agrees to post additional positions upon request.

**Article 22 Committees**

- PHMC will establish a workplace violence prevention committee with three PHMC nurses (including one from Home Health and Hospice) appointed by ONA to serve on the committee. These nurses will also be provided with paid time to serve on the Oregon Network Workplace Violence Prevent Committee.

- Two PHMC nurses will be provided with paid time to participate in the Health Benefits Review Committee that is convened at Sacred Heart Medical Center.

**Clinical Ladder Memorandum of Understanding**

- PHMC agrees to meet with PHMC-ONA executive committee to create a clinical ladder program, known as the Professional Nurse Advancement Program, within three years of ratification of the contract if PeaceHealth has not developed and established such a program at PHMC by then.

If you have questions about these or other articles, please reach out to your bargaining team members. Your team worked diligently to keep your concerns and interests at top of mind during these negotiations. While they didn’t achieve everything they hoped for, they believe this contract builds on the gains achieved in the current contract and sets up the bargaining unit to continue to achieve more in the coming years.

COVID-19 Impact Bargaining to Begin

Your PHMC-ONA executive committee will be engaging in negotiations with PHMC over the impacts of COVID-19 on members in the coming days.

The team will be discussing protocols for providing personal protective equipment, incentive pay, provision of additional paid sick time or paid time off and other issues that are arising as the hospital works to face this crisis.

The goal of these negotiations is to open a productive dialogue with administration and begin to address the personal and professional impacts to nurses. It is the hope of the team that the dialogue will continue as the response to the crises evolves.

Due to the limitations on in-person meetings these negotiations will be held through an on-line platform limiting the ability of members to observe. Your team will make every effort to keep members informed.

Please send your input on what issues you want to see addressed to your ONA labor relations representatives Tyler Whitmire (whitmire@oregonrn.org) and Claire Syrett (syrette@oregonrn.org).