ONA-PHHH Executive Committee Election

It is time to elect our next ONA-PHHH officers to lead our union! The current officers will continue to serve until May 1 and will lead bargaining through its conclusion, should contract negotiations extend beyond this date.

Stepping up to serve as an officer of your union is a powerful way to advocate for your fellow nurses and help advance the profession. Incoming officers will receive mentorship and onboarding from existing officers and ONA staff. Please reach out with any questions you may have!

Nominations may be made now through 11:59 p.m. on Wednesday, February 1. Please nominate yourself and other nurses you wish to see in ONA leadership.

Candidates will be announced on Monday, February 6. Where only one candidate is nominated for a position, no election will be held, and the nominee will be appointed to the position. For all contested positions, the election will run February 20-23.

You can find position descriptions for each of the seven officers in the ONA-PHHH bylaws.

What Happens with Raises Under an Expired Contract?

Our contract with PHHH expired on December 31, 2022. We are beginning to receive some questions about what happens with raises under an existing contract. Here's a quick answer that addresses both step increases and across-the-board increases.

**Step Increases:** The employer has an obligation to maintain the status quo while our contract is expired and we continue negotiating. This means that step raises, which are guaranteed in an ongoing manner in our contract, will continue to happen as usual on your anniversary date (unless you didn't work the minimum hours in the previous year).

**Across-the-Board Increases:** For the duration of our most recent contract, across-the-board raises have happened for all nurses in the pay period including January 1 and have been set at 2.5%. Because each across-the-board raise is separately negotiated, not an ongoing
employment condition, you will not see an across-the-board raise until one is negotiated for 2023 as part of our overall contract negotiations. To account for inflation and changing market conditions, our bargaining team has proposed much larger across-the-board raises for 2023 (12+%) and beyond. We have also proposed that these raises be paid retroactively to January 1, 2023. Just as nurses at Providence St. Vincent, Willamette Falls, Milwaukie, and Hood River did last year, we fully intend to hold the line until we secure raises that bring us to top-of-market and are paid retroactively to contract expiration.