We met for our sixth bargaining session on Tuesday, Sept. 3. We were able to tentatively agree to four articles:

**Article 6- Holidays:**
Changing the holiday pay structure so that all holiday hours worked are paid time and a half (1 ½ times). This will help night shift nurses who typically work 1800-0630. Currently, if the majority of the hours fall on a non-holiday, they will not get any holiday pay for the entire shift.
Adding: If needed, nurses will be required to work every third (3rd) Christmas Day and/or Thanksgiving Day regardless of points previously earned. If this occurs, a nurse should not be required to work both Christmas Day and Thanksgiving Day in the same year. Holiday points will be earned on all holidays worked regardless of whether it was required or not required.
Amending: Requests for time off on or adjacent to a holiday will be held until the holiday schedule is being built using the holiday point system. The holiday schedule will be posted no later than October 1st for all the holidays between Thanksgiving and New Year’s Day.

**Article 15- Professional Development:**
Increasing the education reimbursement to $350 per nurse in each calendar year. Currently it is $200.
Adding online courses as an educational activity for reimbursement.

**Article 19- Job Bidding:**
Section B: Improvements to the internal job posting language. For the internal email, regarding vacancies: adding that the anticipated shift, FTE, start and stop times will be included.
Section C: Removing the word considered and replacing it with “vetted,” before offering the vacant position to outside the bargaining unit.

**Appendix B- Certification and Licensure:**
Increasing the certification differential to $2.50 per hour. Currently it is $2.00 per hour.
Some language clean up in section C, Licensure.
Next Bargaining Session

Monday, Sept. 16 is our last scheduled bargaining session. Our goal is to finish on this day. We would like to have observers present! We have not had any thus far. Please contact one of your ONA officers or your labor representative for further details: Pitman@OregonRN.org

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

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